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Why Conference?

SIX WEEKS FROM NOW, some 1,300 delegate members of the greatest trade union of non-manual workers in the world will assemble at Margate for NALGO's thirty-fifth Annual Conference. For 17 hours, spread over four June days, they will consider an agenda of some 100 items. It will be a crowded programme allowing, for each item is to be discussed, around 150 seconds for each. It will be an expensive programme, costing little short of £20,000, roughly £20 a minute. To what purpose?

Members who read the preliminary agenda in last month's "L.G.S." and the amendments, published this month, may well wonder. Most are unexceptionable proposals, voicing desirable objectives. But more than one-third raise matters with which the National Executive Council is already dealing, or which might have been answered at any time during the year by a letter to Headquarters. Many more reiterate points of policy and detail already decided by previous Conferences. More serious, a large proportion make ridiculous the whole system of collective bargaining to which the Association has committed the economic fate of its members by seeking to tie its negotiators to a rigid mandate which would make bargaining impossible. Fewer than half raise those matters of principle which it is the primary purpose of Conference to settle; and most of the matters of principle so raised are trivial in relation to the few which are of major concern.

Was it necessary to call together 1,300 busy people from every corner of Britain to reiterate support for equal pay for equal work, to which NALGO has been pledged for 20 years; to ask the N.E.C. to appoint another organiser in Scotland; to instruct it to negotiate better car allowances when it already has that task in hand? Is it practicable for 1,300 people to settle in precise detail the scales of salary to be demanded for General Division officers, the additional increments to be given to proficient shorthand-pistis, or the number of days of annual leave appropriate to the various salary grades? Can an annual Conference decide how much space should be reserved in "L.G.S."

for Scottish news, accelerate the notification of agreements by a Whitley Council, or dictate to such a body how it shall word its decisions?

The sponsors of these and similar motions would no doubt reply that they have no wish either to waste the time of delegates or to hamstring the Association's negotiators. Their purpose, they will say, is, through Conference, to administer a salutary prod to the N.E.C. and the negotiators.

That is a legitimate and, it may be, a laudable aim. But is a packed Conference agenda the best way to pursue it? It is the function of Conference to settle policy, not detail, to decide where it wants the Association to go, not to instruct the pilot on the precise course he shall follow nor the engineer on the pressure of steam he must maintain in his boilers. It appoints representatives to perform those functions and, having appointed them, it should let them get on with the job—or, if it is dissatisfied with their performance, replace them with others who will do better.

A lesson from steel

In this respect, NALGO may have something to learn from other trades unions. One of the most successful of these, the Iron and Steel Trades Confederation, has recently been the subject of a fascinating history, "Men of Steel," by SIR ARTHUR PUGH.

Though little is heard of it, the Confederation is possibly the most powerful and effective of all the manual workers' unions. Its supreme authority is not a national conference but a small elected executive. True, each district holds an annual conference—but their resolutions must go to the executive for final decision. Negotiators are free to negotiate whatever settlements they think right. LINCOLN EVANS, General Secretary of the Confederation, defends this system vigorously in a foreword to the book.

"The workers' representative," he writes, "is endowed with plenary powers to make settlements which are binding on those he represents. The effect of this is that the more responsible and steadier types of trade unionist emerge to occupy representative positions and become leaders. The good industrial relations which have characterised the industry for many years is due in no small measure to this."

Could NALGO profit from this example? At present, it tries to get the best of both worlds. Its elected staff side members are representatives, with power to negotiate. But its annual Conference constantly seeks to tie them down to a precise mandate, with motions prescribing in minutest detail the salary scales and increments, the gradings and holidays, the service conditions and promotion provisions they must seek. Would we not do better to discipline ourselves to choose the best leaders and, having chosen them, to let them lead—not abandoning our Conference, but enhancing its authority by using it to settle the direction at which they must aim, not the route they must follow?

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion within the Association. Unless the fact is stated, therefore, views advanced, whether in the editorial columns or in signed articles, should not necessarily be regarded as expressing the considered policy of the Association.

NALGO, Whitleyism — and you

What is NALGO's place in trades unionism? Should it use the strike weapon? Is the Association democratic? Is joint negotiation worth while? Can it be made to work more quickly?

These were among many questions, of vital interest to every NALGO member, posed and answered by the Association's chief organisation officer, J. E. N. DAVIS, in two addresses, on trades unionism and joint negotiation, which he gave at a week-end school arranged by the West Midland district committee at Barford, Warwickshire, on March 21—23.

Points raised included:

Should NALGO strike?

"We have never had a strike in NALGO—but we have on several occasions been on the brink of one, and the Association has not set aside the strike as a weapon that it could not or would not use. But no serious person would use or contemplate the use of force except with great reluctance, and fortunately, since 1940, with the method of compulsory arbitration available, it has been unnecessary to do so. Even so, there can be no doubt that the employers realise that an association of employees which is pressed too far or whose reasonable applications are not met in time may be provoked into strike action; any association implies the possibility of united action. But the active use of force in industrial relations, in contrast to the potential use of force that any association of workers implies, is unnecessary while arbitration can be invoked.

Is the Association democratic?

"One problem of great importance is to secure the practical application of democracy in a union. In NALGO, through the branch, the district committee, the various consultative committees, the staff sides of national and district and provincial joint councils, and, finally, annual Conference, many avenues are provided for criticism, for free expression of opinion, and for rank and file initiative. The making of policy and the control of the machine is ultimately in the hands of the members. It would be difficult to find a more democratic way of trade union life."

What is our place in trades unionism?

"We are a trade union well adapted to cope with problems in the new condi-

tions of joint negotiation and final arbitration. If there is a weak chink in our armour, it is that every employer knows that our members' bark is much worse than their bite—that, while we are dab hands at resolutions and well-drafted applications, what is called 'industrial trouble' will not ensue. Nobody could truthfully say that the NALGO representative negotiates from strength. The employer has nothing to fear; it is the staff side negotiators who will be lambasted if things do not go well. Whatever they do will be wrong. Whatever they get will be inadequate. Probably the members only dissemble their love, for they invariably re-elect or re-appoint the criticised."

Are the critics justified?

"When I joined NALGO's district staff in 1920, we achieved very little. All negotiations were local. The branch met and discussed the application. If there was delay—and often there was—they blamed the local council. If it was turned down, again they blamed the local council. The effect was to unite the staff. Now, negotiations are normally national negotiations. If there is delay—and again often there is—the staff side negotiators are blamed. If the application is turned down, again the staff side negotiators are blamed. We have somehow to convince the rank and file that their representatives are doing all they can to persuade the employers to concede as much as possible as soon as possible; that, in fact, the obstacle of the local employer has been succeeded by the obstacle of the national employer. One thing I find it difficult to suffer gladly is the branch letter complaining that something has not been conceded on the nail, couched in terms which seem to imply that the sole and obvious reason is that the staff side has not tried—though I should have thought it obvious that any staff side will always secure as much as it can as quickly as it can."

How does Whitleyism work?

"I am a member of ten national joint councils. The set-up in general is the same: two sides—employer and employee—with joint secretaries. Nothing is agreed unless there is a majority on each side of the joint council. Obviously, the procedure must be proposal, exposition, persuasion, compromise. Since compromise is mutual concession, the struggle is who is to concede most. Invariably the represented—whether employer or employee—tends to think

that his representatives have managed to do just that!

"The aim of any staff representative who appreciates the possibilities and the limitations of the Whitley method must be to secure and to sustain good-will and, if possible, the friendly regard of his opposite numbers. That does not mean that he need be pusillanimous or sycophantic.

"One must play straight. To pull over 'a fast one,' to sneak a run, as it were—these do not help in the long run. If the employers are persuaded that your proposal is straightforward—that there is no catch in it—it is likely to be considered more seriously than if you are suspect. It is much better and more profitable to gain a reputation for sweet reasonableness and moderation, facing the facts as they are, than for intransigence born of rigid adherence to an *idée fixe*. In the conditions of today an acre in Middlesex may be better than an estate in Utopia!

"Representatives on Whitley councils should be representatives and not delegates. The Association rightly lays down policy, but detailed proposals and rigid formulae should not be thrust upon them. The whole conception of Whitleyism is discussion and compromise. If both sides are bound in advance, and there is therefore no possibility of compromise, discussion is a waste of time."

Does the system succeed?

"The main criticisms of Whitley practice are:

that, compromise being inherent, standards that are below what might be conceded by the best employer—though they are better perhaps than the average—are secured, and that the machine works slowly.

"While it is true that we rarely secure our hearts' desires, I am sure that, taking the services as a whole, there are substantial gains which would not have been secured otherwise. And this in a difficult period.

"As to the alleged slowness of the machine—and the criticism is heard wherever a Whitley Council exists—I venture the opinion that there is much exaggeration. In any case, hasty and ill-considered decisions are to be avoided like the plague. Were decisions reached so quickly before Whitleyism? That was not my experience."

The school was opened by LEWIS BEVAN, the Association's president. One session was devoted to a Forum, at which, under the chairmanship of C. A. SMALLMAN, the district committee chairman, the speakers, together with H. R. JONES, chairman of the N.E.C. service conditions committee, and JOHN MELVIN, the district organisation officer, answered questions prepared by syndicates into which the students had been divided. This experiment proved most successful, and is recommended to other schools

Highlights from the Annual Report

CONTINUED PROGRESS in every field of the Association's work is recorded in NALGO's 298-page Annual Report for 1951, published last month. Paper shortage and high printing costs make it impossible to supply every member with a copy. Here are some of the highlights. Members wishing to read the details should borrow a copy from their branch secretary.

The report records that, in 1951, the Association:

- ★ Increased its membership by 15,102 to the record total of 212,158, and its branches by 53 to 1,290.
- ★ Secured increases in salary for most members and submitted claims for further increases to help meet the ever-rising cost of living.
- ★ Revised, for presentation to this year's Conference, the Association's Rules and Constitution, in fulfilment of the instructions of the 1951 Conference.
- ★ Reaffirmed and further explained its policy on the "closed shop."
- ★ Secured legislation providing for the make-up of civil pay, preservation of pension rights, and reinstatement of reservists called up for service in the armed forces.
- ★ Started work on a series of five film-strips illustrating the work of local government officers.
- ★ Published, in association with the University of Manchester, a report on "The Scope for Enterprise in Local Government."
- ★ Examined 48 Parliamentary Private Bills and Provisional Orders, taking action wherever it appeared that members might be adversely affected.
- ★ Gave free legal assistance to 1,021 members.
- ★ Enrolled 1,349 new students in its Correspondence Institute.
- ★ Held three summer schools—at Oxford, St. Andrews, and Stockholm—and a national weekend school for child welfare staffs.
- ★ Lent students 650 textbooks and made grants of £50 each to 18 universities to encourage the study of public administration.
- ★ Provided holidays for 9,240 holiday-makers at its two holiday centres.
- ★ Assisted or maintained, through its Benevolent and Orphan Fund, 222 members and 588 widows of members at a cost of £36,986; lent £2,894 to members or their dependants in temporary financial distress; and spent a further £4,197 on holidays for beneficiaries, £1,494 on Christmas ham-

pers, and £2,578 on birthday gifts to war orphans.

- ★ Accommodated 787 members or dependants at its War Memorial Convalescent Home in Bournemouth.
- ★ Advanced, through its Building Society, £911,368 to 759 members.
- ★ Issued, through its insurance company, 814 life policies, 2,213 fire and household insurances, and 16,153 motor insurance policies.
- ★ Paid, through its Provident Society, £28,363 in sickness benefit to 3,431 members.

FOR LOCAL GOVERNMENT STAFF

The Association:

- ★ Provisionally negotiated improvements in the Local Government Superannuation Act, 1937, including provision of a pension for the widow of an officer who dies during service.
- ★ Urged the Minister of Housing and Local Government to remove anomalies arising from the operation of the Local Government (Compensation) Regulations, 1948.
- ★ Sought higher pensions for retired officers and abolition of the present means test.
- ★ Applied for an increase in London "weighting."
- ★ Brought into full effect a scheme of financial assistance for post-entry training.
- ★ Agreed a new scheme for motor car allowances and opened negotiations for its improvement.
- ★ Co-operated with other organisations in securing the adoption by local authorities of the salaries recommended by the Joint Negotiating Committee for "specified" chief officers, and in preparing a scheme for other chief officers and officers above the level of £1,000 a year.
- ★ Took steps towards the establishment of a separate Whitley Council for officers of development corporations.
- ★ Took 21 trade disputes to arbitration, of which 13 resulted in satisfactory settlements, one was lost, and seven are still pending.
- ★ Helped to negotiate salaries for chief engineers of water undertakings, and some grades of valuation panel staffs.
- ★ Secured higher salaries for registration officers and local fuel overseers.

FOR GAS STAFF

The Association played a major part in:

- ★ Negotiating two salary increases.
- ★ Submitting proposals for a new scheme for payment for overtime.
- ★ Establishing the Senior Gas Officers' Joint Council.
- ★ Agreeing the conditions and qualifications attaching to the sick pay scheme for intermediate grades.

FOR ELECTRICITY STAFF

The Association played a major part in:

- ★ Obtaining improved salary scales.
- ★ Negotiating meal, subsistence, and car allowances.
- ★ Agreeing a more favourable area for London "weighting."
- ★ Pressing for better overtime payments.
- ★ Establishing the National Joint Managerial and Higher Executive Grades Committee.
- ★ Recommending, through the National Joint Advisory Council, schemes for long-service awards and scholarships.

FOR HEALTH STAFF

The Association assisted in:

- ★ Negotiating improved salary scales for most officers and gradings for many sections of the service.
- ★ Drawing up arrangements to protect the interests of staff when establishments are reduced.
- ★ Improving the mileage allowances for officers using their own cars.
- ★ Negotiating overtime, travelling, and subsistence allowances, excess travelling expenses after compulsory transfer, and an annual leave scheme.
- ★ Obtaining an award of the Industrial Court on the salaries of hospital secretaries and other designated officers.

FOR TRANSPORT STAFF

The Association:

- ★ Secured improved salary scales and service conditions for inspectors and foremen in local authority undertakings.
- ★ Reached agreement on pay and conditions with eight passenger transport companies.
- ★ Continued its efforts to secure national negotiating machinery for company controlled staffs.
- ★ Played a major part in negotiating improved salary scales for staffs of the Scottish Group of Companies.
- ★ Assisted in negotiating two salary increases for salaried staff of waterways divisions.

Amendments to conference agenda

BELOW we publish the amendments, received from district committees and branches, to the notices of motion for the Association's Annual Conference to be held at Margate from June 10 to 13.

Each amendment is preceded by the motion to which it relates. Motions to which no amendment has been tabled are not reproduced. The numbering of motions is that used in last month's journal and is not identical with that in the preliminary agenda circulated to Conference delegates. Each amendment is printed in italic type, preceded by the name of its sponsors, in bold type. To save space, the word "branch" is omitted.

Some amendments have been received to the draft Rules and Constitution of the Association, which was circulated as a separate document to delegates. Since we were unable to publish this document in "L.G.S.," and since the amendments would be meaningless without it, they are not published here. They will appear in the final agenda, to be sent to delegates towards the end of this month, and any member interested should ask to see his branch secretary's copy. The final agenda is subject to consolidation and co-ordination by the agenda committee.

Annual Report—overtime

9. Glasgow : That paragraph 60 be not received.

NOTE: Paragraph 60 of the Annual Report explains why the National Executive Council has taken no action on the resolution of last year's Conference instructing it to seek higher payments for overtime in the local government and nationalised services.

Restriction of membership

10. Surbiton : That this Conference is of the opinion that the time has now come to consider the desirability of re-establishing the former status of the Association as one for local government officers alone, and that any form of federation with the other sections, i.e. health, gas, electricity, etc., should be at the highest level only.

North West Kent Hospitals : After "alone" in line 5 insert "and that, a separate body be formed within the framework of the Association to deal solely with matters relating to national employees only."

Solihull : That this Conference is of the opinion that the time has now come to

re-establish the former status of the Association as one for local government officers only, and that the National Executive Council be instructed to arrange accordingly.

Secession of membership

11. Birmingham : That this Conference deplores any breakaway from the Association by any section or sections of the membership, believing that there is ample opportunity for the expression of any minority opinion within the Association.

North West Kent Hospitals : Delete all words after "membership" in line 4.

Liverpool : After "any" in line 2 insert "suggestion of a."

Recruitment

12. Bradford : That this Conference calls upon the National Executive Council to take more positive steps to secure 100 per cent membership.

Bournemouth : Add "and with this end in view to ensure that no officer eligible to membership of NALGO by virtue of the office he holds falling within the definition of 'member' is debarred from exercising his unfettered judgment and joining this Association."

Whitley machinery

15. Edinburgh : That the National Executive Council take immediate steps to bring all local authority members of NALGO within the scope of one National Joint Council for conditions of service and salary scales.

Halifax and District : Add "and that the National Executive Council seek to ensure that such Council shall be an effective joint negotiating body whose proceedings shall, subject to their prior approval by the Minister of Housing and Local Government and the Secretary of State for Scotland, be binding on all local authorities, and that the Ministers shall have power to settle any dispute which may arise between the two sides of the Council."

Salaries increase

18. Bolton and District, Huddersfield, Islington, Keighley, and Wanstead and Woodford : That the National Executive Council take immediate action to secure a substantial all-round increase in salaries to compensate for the continued increase in the cost of living.

Manchester : Add "the amount of such increase to be the same for women as for men, in all grades of the National Scheme of Conditions of Service, Administrative, Professional, Technical and Clerical Services."

Nottinghamshire County : Add "and to restore the status and standard of living of the local government officer to an appropriate position."

20. Glasgow : That the National Executive Council be instructed to make application as soon as possible for an all-round increase in salaries of not less than 20 per cent or such other figure as will bring salary standards into line with the increased cost of living since June 1947, and that no agreement be entered into which will deprive the Association of its freedom of action thereafter.

Devon County : Delete all words after "salaries" in line 4 and substitute "to bring salary standards into line with the increased cost of living and thereafter to take such action as may be necessary to maintain these standards."

21. Farnham : That this branch views with concern the rising cost of living, and the consequent hardship caused to many of its members, and in this connection urges the National Executive Council to take energetic steps to see that an all-round increase is made to all officers in receipt of less than £1,000 per annum.

Halifax and District : Delete all words after "officers" in line 7.

Chingford : Delete all words after "officers" in line 7 and insert "within the Charter scales of salaries."

Burnley and District : Delete "less than" in line 8 and insert "salary up to and including."

Metropolitan District Committee, Hastings, and Wanstead and Woodford : Delete "in receipt of less than £1,000 per annum."

Health service—salaries increase

22. Dartford and District Hospitals and Health Services : That the NALGO representatives on the Administrative and Clerical Staffs Council of the Whitley Councils for the Health Services be instructed to press for the award of a cost-of-living increase as an addition to the scales laid down in circular H.M.C. (48)2, the award to be made retrospective to January 1, 1951, impartially and unconditionally to all hospital administrative and clerical staffs and assimilation to the scales laid down in A.C. Circular No. 17 to be on the basis of the revised salaries (i.e. inclusive of the cost of living allowance).

Temple Grove : Delete "hospital" in line 11 and substitute "health service."

Salaries—rising cost of living

24. Solihull : That this Conference instructs the National Executive Council to take all necessary action to ensure that the salaries of all members of the Association keep in step with the ever-increasing cost of living.

Wharfedale Area Hospitals: Add "and with this in view, to press for a variable cost of living bonus based on the Ministry of Labour's index of wages."

Salaries—lump sum increases

26. Metropolitan District Committee and Acton:

(i) That Conference is of the opinion that the granting of lump sum increases of standard amounts is not the proper method of adjusting salaries in relation to variations in the cost of living;

(ii) that a dangerous precedent has been set by the acceptance of lump sum increases; and

(iii) that the National Executive Council be instructed to press for increases on the percentage basis in all future negotiations.

Tottenham: Add "(iv) that the staff side adopt a more resolute attitude in their approaches to the employers' side."

Application of salary awards to protected officers

28. Surrey Electricity: That this Conference instructs the National Executive Council to secure that the benefit of any future salary awards shall apply in full to those officers in respect of preserved salaries and conditions of service.

Bury and Rossendale Health Services: Add "and that any award which excludes transferred officers in any of the services covered by Whitley Council shall not be accepted by the staff side Whitley Council."

Manchester: Delete "any future" in lines 3 and 4.

Retrospective application of salary awards

30. Berks County and Midlothian and District: That this Conference instructs the National Executive Council to claim that any future salary awards be made retrospective to the date of submission of the application to the appropriate body.

Berks County: Delete the word "salary" in line 4.

Junior entrants

32. Metropolitan District Committee and Leyton: That this Conference is deeply concerned at the lack of junior entrants to the local government service, and submits that a revision of the salary scales be carried out immediately so as to attract officers of the right calibre and to offer greater inducement to them to obtain the professional qualifications considered necessary for the efficient discharge of the duties of their offices.

Liverpool and District Electricity: After "service" in line 4 insert "and nationalised services."

North Western Electricity Division: After "lack of" in line 3 insert "suitable"; after "service" in line 4 insert "and nationalised services."

Wanstead and Woodford: Delete all words after "calibre" in line 7.

33. Southampton: That in view of the difficulty in recruiting junior entrants to

the local government service, which has led to a lowering of the educational standard for entry, the National Executive Council be instructed to press for the addition to the National Scheme of Conditions of Service, paragraph 8, of a national system of compulsory release with pay for all junior entrants up to 18 years of age for one day a week or its equivalent, for their attendance at establishments for further education in order to continue their general education and to foster their progress in clerical, administrative, tech-

Ancillaries Annual Meetings

NOTICE is hereby given that the annual general meetings of the NALGO Provident Society (No. 1580—London), the NALGO Building Society (No. 804B—London), and the National and Local Government Officers' Mutual Insurance Association, Ltd.—LOGOMIA (No. 2898 R—London), will be held at the Winter Gardens, Margate, to consider the following agenda:

Nalگو Building Society, Tuesday, June 10.
Minutes of last meeting; report of the committee of management; financial statement for 1951; appointment of auditors; election of four members of committee of management; and general business.

Nalگو Provident Society, Wednesday, June 11.

Minutes of last meeting; election of committee of management and a trustee; financial statement and balance sheet; annual report; appointment of auditor; alterations of rule 13(7) and Tables I and III; and any other business.

Logomia, Thursday, June 12.

Minutes of last meeting; annual report and accounts; election of two members of the board of management and an auditor; and any other business.

All three meetings will commence at 4.30 p.m. Copies of the agenda, report, and financial statement of N.B.S. and N.P.S. will be circulated to branches later, and may be obtained by individual members of the ancillary concerned on application to the secretary at 1, York Gate, London, N.W.1. The agenda, report, and financial statement of LOGOMIA will be sent to all shareholders.

nical or professional studies, so gaining for young local government officers the same privilege and encouragement as are already granted to young civil servants and thousands of young employees of private and public undertakings.

Wanstead and Woodford: Delete "compulsory" in line 9; after "attendance" in line 12 insert "if they so wish."

Post-entry training — financial assistance

34. Bristol and District: That this Conference instructs the National Executive

Council to endeavour to secure the deletion of the following sub-paragraph of paragraph 8 of the Charter:

"It shall be a condition precedent to a grant, that an officer may be required to undertake to remain in the service of the employing authority for a period of two years from the date on which a qualification is obtained, always providing there is available a post requiring the qualifications which the officer has secured, etc."

Warrington Rural: Delete "deletion" in line 4 and substitute "amendment"; after "Charter" in line 5 insert: "by the deletion of the words 'the service of the employing authority' and the substitution of the words 'in the local government service.'"

Revision of General Division scales

38. Sheffield Municipal Officers' Guild: That the salary scales in the General division be so revised as to provide an adequate increase at adult age, and for the maxima to be reached at the age of 26 years, in the following manner:

Age	Salary	Age	Salary
16	£150	22	£325
17	165	23	350
18	180	24	375
19	200	25	400
20	220	26	425
21	300		

Dunbartonshire: Delete all words after "the" in line 5 and insert "earliest possible age obtainable."

Stoke on Trent: Add "and to provide automatic progression to the Clerical Division at the age of 26 years on passing the local government Clerical Division examination or its equivalent."

39. Durham C.C.: That in view of the anomalies caused by the system of "wage for age" existing under the present General division salary scale, the National Executive Council be instructed to take steps to secure the abolition of this scale and one similar to the following be substituted:

A.—Office Youths, Junior Clerks, and Typists

Male		Female	
Age	Salary	Age	Salary
16	£150	£20	£120
17	170	20	136
18	190	20	152
19	210	20	168
20	230	—	184

B.—General Division

Male		Female	
Salary	Ann. Inc.	Salary	Ann. Inc.
£325	£20	£260	£16
345	20	276	16
365	20	292	16
385	20	308	16
405	20	324	16
425	—	340	—

Upon attaining the age of 21, all employees in section A would automatically come under section B. In this section increments would be granted for years of

service in the grade, so that no matter what the age of an employee on entry, 5 years' service would be required before the maximum was reached.

Wanstead and Woodford: Before "A" insert "General Division"; after "A" delete "Office youths, junior clerks and typists" and substitute "Officers under age 21 years"; delete "General Division" after "B" and insert "Officers aged 21 years and over."

Delete all words after "section B" in the last paragraph.

40. West Hartlepool: That the National Executive Council be instructed to abolish



Lambeth Municipal Officers' Guild, founded in 1902—three years before NALGO was born—celebrated its jubilee with a dance in March. Here, three founder-members, W. R. Roberts, T. F. Garnish, and J. T. Baker, talk over old times.

the payment by age system of the General Division salary scale, and substitute a General grade commencing, at age 21, at £300 per annum \times £25 to £425; in which increments would be granted for years of service in the grade, so that no matter what the age of an employee on entry, five years' service would be required before the maximum was reached; and that a Junior grade be substituted for the present lower stages of the General Division scale, commencing at £150 per annum at age 16 \times £25 to £250 at age 20; juniors to progress from Junior grade to General grade at age 21.

Petersfield: That the National Executive Council be instructed to abolish the payment by age system of the General Division salary scales and that a more suitable salary scale or scales based on ability be agreed.

Crosby and District: Delete all words after "commencing" in line 5 and substitute "at £150 per annum, rising by annual increments of £20 to a maximum of £430 per annum, subject to the proviso that the maximum of the grade be reached not later than the age of 30."

Ipswich: Delete "abolish" in line 2 and insert "press for abolition of."

Solihull: That the National Executive Council be instructed to seek the agreement of the employers' side of the National Joint Council to the abolition of the pay-

ment by age system of the present General Division salary scale and to the substitution of a General grade, commencing at age 19, at £300 per annum rising by five annual increments of £15 and two of £25 to a maximum of £425, such increments to be granted for years of service in the grade, so that no matter what the age of an employee on entry into the grade, seven years' service would be required before the maximum is reached; and, further, that a Junior grade be substituted for the present lower stages of the General Division, commencing at £150 per annum at the age of 16 rising by two annual increments of £50 to a salary of £250 at 18, with an automatic transfer from the Junior grade to the General grade at the age of 19.

Increments—date of payment

41. Warwickshire C.C.: That this Conference instructs the National Executive Council to secure the deletion of the words "following that" from paragraph 23(a) of the Scheme of Conditions of Service.

Godalming: Delete all words after "secure" in line 3 and substitute "that paragraph 23(a) of the Scheme of Conditions of Service be revised to provide that in the General Division increments shall be payable from the day on which the officer attains the stated age, the proper proportion of the increment to be paid for the pay period in which the officer's birthday occurs."

Sheffield: Amend paragraph 23(a) of the Scheme of Conditions of Service to read: "in the General Division increments are payable from the day on which the officer attains the stated age."

Leicester and Lewisham: Delete "following that" and substitute "first day of the pay period following that in"; after "Service" add "and the insertion of the words 'day on' in lieu thereof."

Willesden: Add "and to secure also the deletion of the words 'first' and 'of the pay period' and 'in which' from the same paragraph 23(a)." The paragraph would then read "In the General Division increments are payable from the day the officer attains the stated age."

Leicester: Delete all words after "secure" in line 3 and substitute: "the deletion of the words 'the first day of the pay period following that in' and the substitution of the words 'the date on' in paragraph 23(a) of the Scheme of Conditions of Service."

NOTE: Paragraph 23(a) of the Scheme of Conditions of Service reads: "In the General Division increments are payable from the first day of the pay period following that in which the officer attains the stated age."

Revision of salary grades

42. Metropolitan District Committee and Ealing: That this Conference instructs the National Executive Council to instruct the NALGO members on the staff side of the National Joint Council to negotiate for the removal of all overlapping in the salary scales and an increase in the value of the annual increments, without detriment to the existing salaries of officers.

Nottinghamshire County: After "scales" in line 7 insert "for a reduction in the grades."

Norwich: After "increase" in line 7 insert "to not less than £30."

45. Metropolitan District Committee and East Barnet: That this Conference is of opinion that a revision of the salary scales in the Charter is long overdue and that the staff side be instructed to review the position immediately and to make recommendations to the National Joint Council with a view to:

- (a) shortening the General Division;
- (b) amalgamating the Clerical Divisions;
- (c) reducing the number of A.P.T. grades and increasing the number of increments in them and the gaps between the grades.

Newton-le-Willows and District: Delete "in them" in sub-paragraph (c) and substitute "which should be a minimum of £20."

Regrading of special classes

47. Keighley: That this Conference instructs the National Executive Council to press forward with the regradings of special classes, such as engineers and surveyors, accountancy officers in departments other than treasurers', sanitary inspectors, clerks of works, and chief officers not already dealt with by the previous joint negotiating bodies.

Poole and district: Add "and that in the regrading of special classes the appropriate professional organisations be consulted by the National Executive Council."

Salaries—sanitary inspectors

49. West Ham: That in any future negotiations for national grading of the salaries of sanitary inspectors, prior consultation on all points with the Sanitary Officers' Guild should be made by NALGO.

The above notice of motion was withdrawn by the branch after the April "L.G.S." had gone to press.

National grading for shorthand typists

50. Bournemouth: That this Conference requests the National Executive Council energetically to negotiate with the National Joint Council for the adoption of national grading for shorthand-typists on the same basis as that awarded for electricity staffs.

West Cornwall: Delete all words after "National Joint Council" in lines 3 and 4 and insert "for uniform scales of pay for shorthand-typists for all sections of NALGO."

Metropolitan Regional Hospital Boards: Delete "the National Joint Council" in lines 3 and 4 and insert "all the Whitley and Functional Councils."

Educational policy

52. National Executive Council: That this Conference, recognising that the examinations for promotion and minimum qualifications now applying in the local government service are desirable features of promotion policies in other services covered by the Association's

membership, stresses the need for (i) standards of entry that will attract recruits capable of preparing for professional qualifications without further preliminary examination, and (ii) satisfactory post-entry training facilities.

Manchester Gas : Delete "the examinations for promotion and" in lines 2 and 3 ; delete "are desirable features" in lines 5 and 6 and substitute "is a desirable feature."

Metropolitan District Committee : Delete all words after "Conference" in line 2 and insert "directs that the Association's educational and service conditions policies for all service groups shall be correlated so that employing authorities provide adequate and comprehensive post-entry training facilities (including financial assistance for examination students if not already agreed) before any commitments or further commitments are agreed to in respect of promotion bars, minimum qualifications, etc."

Wanstead and Woodford : Delete "(i) ... (ii)" in lines 8 to 12.

Examination success—increment for special merit or ability

53: Southampton : That in view of the limited opportunities of promotion for those local government officers in the General, Clerical, or lower A.P.T. grades who take the L.G.E.B. Clerical and Administrative examinations, the National Executive Council be instructed to seek the recognition of success in those examinations as special merit or ability automatically qualifying for an allowance above scale salary as provided in paragraph 23(d) of the National Scheme of Conditions of Service pending promotion to a higher grade appropriate to the examination passed.

Coventry : Delete "the L.G.E.B. Clerical and Administrative" and insert "recognised for promotion purposes and approved by the L.G.E.B. and the National Joint Council."

Warrington Rural : Delete "the L.G.E.B. Clerical and Administrative examination" and substitute "any examination which is recognised for promotion."

West Midland District Committee : Delete "L.G.E.B. Clerical and Administrative examinations" in lines 5 and 6 and substitute "promotion examinations as approved by the L.G.E.B. and recognised by the National Joint Council."

Hastings : After "Administrative" in line 6 insert "and other comparable."

Tottenham : After "examinations" in line 6 insert "and professional examinations."

Promotion from General Division

54: Durham C.C. : That the National Executive Council be instructed to secure the following amendments to revised paragraph 28 of the Scheme of Conditions of Service :

(a) The substitution of "or" for "and" in paragraph 1 (so that officers aged 35 or who have had 15 years' service in the local government service on April 1,

1946, be excepted and therefore eligible for promotion without an examination);

(b) That paragraph (d) be amended to read :

"An officer holding a substantive post in the clerical or higher clerical division at October 18, 1950, shall be eligible for transfer to the A.P.T. Division and shall be deemed to be eligible for promotion in that division without examination."

Birmingham : Delete all words after "Conditions of Service" in lines 4 and 5 and substitute :

"(i) Delete sub-paragraphs (a) to (f) inclusive and

(ii) Insert :

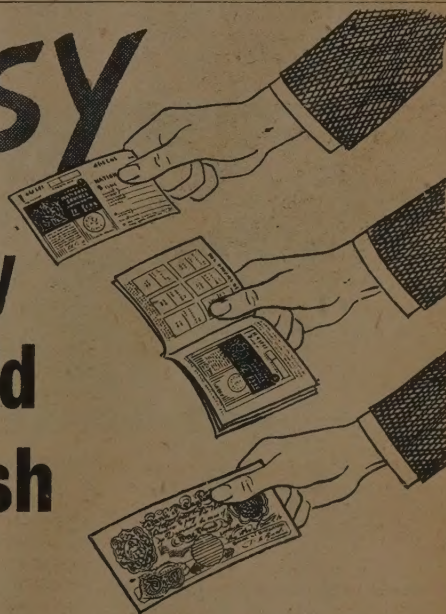
(a) An officer shall be eligible for promotion to any Grade up to and including Grade VIII without an examination qualification.

(b) An officer shall be eligible for promotion beyond Grade VIII if he or she has obtained the Final Administrative Examination; has obtained a recognised alternative qualification, or the employing committee concerned is of the opinion that his or her practical experience is sufficient to merit such promotion."

55. Metropolitan District Committee : That, in connection with the enforcement of the revised paragraph 28 of the National Scheme of Conditions of Service, steps be

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taken to ascertain or estimate—(a) the annual total of vacancies in (i) the Clerical and Higher Clerical divisions, (ii) Grades I—IV of the Administrative, Professional and Technical divisions, and (iii) higher grades; (b) the length of time it will take to provide sufficient qualified officers for these posts, after allowing for the exemptions already agreed, and normal wastage, and assuming a reasonable proportion of the eligible officers undertake the necessary studies and training; and that the final date for the operation of paragraph 28 be fixed accordingly.

That the National Executive Council be asked to arrange for the staff side to discuss with the employers' side of the National Joint Council the steps to be taken after paragraph 28 is in full operation to ensure that all local authorities rigidly adhere thereto, not only in relation to promotions but to all appointments.



For a careers exhibition arranged by Poplar Rotary Club, Headquarters prepared a stand showing the many jobs in local government. Here, K. R. Roydon, of Poplar branch, is explaining it to a party of schoolboys.

Devon County: At the end of the first paragraph add: "but until that time it shall be waived only if an applicant who has a qualification recognised by the Local Government Examinations Board is not available for a particular vacancy."

Office hours

56. Birmingham: That this Conference in order to encourage recruitment to the service instructs the Association's negotiators to seek national agreement for the introduction of the 76-hours' fortnight with alternate Saturday morning leave throughout local government.

Metropolitan Regional Hospital Boards: Delete all words after "leave" in line 7.

Haywards Heath and District Hospitals: Insert after "government" in line 7 the words "and health."

North West Kent Hospitals: Add "and national services."

Leeds Regional Hospital Board: Add "and other appropriate services covered by the Association's membership."

Overtime

58. Hyde: That this Conference re-

affirms the decision contained in minute No. 102 of Conference 1951, i.e.:

That this Conference hereby adopts the following policy in regard to all overtime worked by staffs of the local authority and public utility services and instructs the National Executive Council to adopt the requisite measures to implement this decision:

- (1) Overtime to rank for payment after completion of half an hour and all completed quarter hours to be paid for;
- (2) Payments to be at the rate of 1½ plain time rates of salary for the first 2 hours; 1½ plain time rates thereafter; 1½ plain time rates for Saturday afternoon; 2 plain time rates for Sundays and public holidays;
- (3) Ceiling for the payment of overtime to be raised from £495 to the maximum of A.P.T. VII.

North West Kent Hospitals: After "services" in line 7 insert: "and national services." At the end of sub-section (3) add: "and equivalent grades in national services."

59. Bradford: That an individual officer for whom it is a special condition of employment that he shall normally work longer hours than 38 per week, shall become entitled to overtime after he has worked 38 hours.

Manchester Gas: Add "and therefore this Annual Conference calls upon the National Executive Council to press this matter at once."

Overtime—London weighting

60. Metropolitan District Committee and Mitcham: That this Conference urges the staff side of the N.J.C. to press for the reversal of the decision to ignore the London weighting allowance in the calculation of overtime.

North West Kent Hospitals: After "N.J.C." in line 3 insert "and Whitley Council for A. and C. Staff."

Metropolitan Regional Hospital Boards: Delete "side of the N.J.C." in line 3 and insert "sides of all Whitley and Functional Councils."

London weighting—arbitration

61. Metropolitan District Committee and Middlessex: That no settlement of the claim for increased London weighting having been reached, this Association instructs its representatives on the staff side of the National Joint Council for Local Authorities' Administrative, Professional, Technical and Clerical Services to declare a dispute and to arrange for the claim to be submitted to arbitration.

Metropolitan Regional Hospital Boards: Delete "side of the . . . for the claim" in lines 6 to 10 and insert "sides of all Whitley and Functional Councils to declare disputes and to arrange for the claims . . ."

Wanstead and Woodford: Add "with a

submission that any award should be made retrospective at least to the date of the claim being referred to arbitration."

London and provincial weighting

62. East Midland District Committee, Birmingham, and Nottingham: That the staff representatives of the various National Joint Councils and the Scottish Industrial Council be instructed to take steps to ensure that there is an immediate increase of London salary "weighting" and also an immediate extension of the system to the larger provincial towns where a similar differentiation applies in the civil service.

Mid and West Herts Hospitals: Delete "and" after "salary weighting" and insert "this area to extend to a 25-mile radius from Charing Cross."

Annual leave—General and Miscellaneous Divisions

65. Guildford and District: That the National Executive Council should take action to secure that the annual leave for members of the General Division and Miscellaneous Division grades 1 and 2 be increased to 18 working days.

Nottingham Health Services: Delete all words after "that the" in line 3 and insert "minimum annual leave for members 21 years and over shall be 18 working days."

Haywards Heath and District Hospitals: After "1 and 2" in line 5 insert "and Grades A and B in the National Health Service."

Annual leave

66. Gateshead: That this Conference instructs the National Executive Council to negotiate for annual leave in accordance with the following scale:

Grades	Days
General Division:	
Age under 21 years	15
Age 21 years and over	18
Miscellaneous Division:	
Age under 21 years	15
Grades I to III	18
Grades IV to VI	21

A.P.T. and Clerical Divisions:

A.P.T. I to III	18
Clerical and Higher Clerical	18
A.P.T. IV to VI	21
A.P.T. VIII to X	24

plus one day for each completed 5 years of local government service.

Birmingham: That this Conference instructs the National Executive Council to negotiate for one day supplementary annual leave for each completed five years of local government service.

Denbighshire County: Add "Saturday to be regarded as a half day for annual leave purposes."

Solihull: After "negotiate for" in line 3 insert "forthwith"; under "Miscellaneous Division" amend to read:

Grades I to V	18
Grade VI	21

under "A.P.T. and Clerical Division" amend to read:

A.P.T. I and II	18
Clerical and Higher Clerical	18
A.P.T. III to VI	21
A.P.T. VII to X	24

Class "Z" reservists—make-up of pay
68. Billericay: That this Conference instructs the National Executive Council to ask the staff side of the National Joint Council to endeavour to obtain for the class "Z" reservists in addition to the 6 or 8 days' special leave with pay, that for the remaining period of their service their pay should be made up.

Portsmouth: After "class 'Z'" in line 5 insert "and class G."

Metropolitan Regional Hospital Boards: Delete "side of the National Joint Council" in lines 3 and 4 and insert "sides of all Whitley and Functional Councils."

North West Kent Hospitals: After "Council" in line 4 insert "Administrative and Clerical Whitley Council."

St. Helier and District Health Services: Delete "staff side of the National Joint Council" in lines 3 and 4 and substitute "Whitley Councils for all staffs."

Wanstead and Woodford: Delete "the class Z" in lines 4 and 5 and substitute "all."

Special leave—service in Forces

69. Hyde: That this Conference instructs the National Executive Council to negotiate for the amendment of paragraph 12 of the National Scheme of Conditions of Service as follows:

Delete "volunteer"
 Insert "are required to attend."
 Delete "and attend"
 Insert "at."
 Delete the last sentence.

NOTE: The relevant portion of paragraph 12 reads: "The National Council endorses the principle that volunteer members of the non-regular Forces who attend summer camps should not be compelled to forego their leave either in whole or in part but should be granted leave additional to their normal annual leave. The National Council recommends local authorities to endorse this principle and to adopt the following:

to provide that officers who volunteer for service in the Auxiliary Forces and attend an annual training camp be granted, if their normal entitlement of leave is three weeks or less, the full fortnight required for annual camp as additional paid leave. Officers with a higher leave entitlement to be granted one week's additional leave for annual camp and shall be free to choose whether the second week shall count as unpaid leave additional to their normal entitlement or as part of their normal leave with pay.

The foregoing recommendation does not apply to compulsory service in the Auxiliary Forces.

Fulham and Kensington Hospital: Add "and that the National Executive Council also negotiate for comparable provisions for the other services."

Stoke Newington: Delete all words after "follows" in line 5 and insert:

"Delete all words after 'granted' in line 3 of the recommendation contained in para-

graph 12 and insert 'the full fortnight required for annual camp as additional paid leave subject to a maximum of 30 working days' leave and additional leave. Officers shall be free to choose whether any additional days required shall count as unpaid leave additional to their normal entitlement or as part of their normal leave with pay."

Metropolitan District Committee: Add "That the National Executive Council also negotiate comparable provisions for other services."

Motor car allowances

70. Wiltshire County: That in view of continually rising costs in running cars this Conference expresses its profound dissatisfaction with the present scales of travelling allowances, which were out of date when awarded, and instructs the National Executive Council to press for an immediate substantial increase.

Nottinghamshire County: After "for" in line 7 insert "a reconstruction of the scales and."

72. East Sussex County: That this Conference is of opinion that the existing scales of travelling allowances are quite inadequate having regard to the increases in the cost of fuel, accessories, spare parts, and maintenance, and in the price of cars, which has been aggravated by the further restrictions on the delivery of new cars.

It therefore instructs the National Executive Council to press with all possible

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speed for an appropriate adjustment of the scales, and for the incorporation in the scheme of an additional allowance per mile for old cars.

Carmarthenshire: Add "and for officers who by reason of their employment (e.g. Inspectors of Weights and Measures) have to transport continuously heavy equipment with assistant(s) for the due and proper performance of their duties, with the consequent excessive wear and tear of their motor cars."

75. Trent River Board: That, having regard to the continued rise in costs of repairs, petrol, oil, tyres and other accessories, this Conference directs the National Executive Council to secure a "sliding scale" of mileage rates over and above the present mileage rates by the introduction of a percentage basis related to the running cost per mile of such increased costs since the date of the present mileage rates and of any future further increases (e.g. 5d. per gallon increase on petrol would—assuming 25 miles per gallon—result in an increase of 0.2 pence per mile).

Staffordshire County: Add "and that any increases agreed shall be with effect from 11th April 1951 (the date of the first petrol increase after negotiation of the scale)."

Motor car allowances—London area

77. Lambeth: That the National Executive Council do instruct the NALGO members of the staff side of the National Joint Council to submit an application to that Council for a scheme of motor car allowances more in keeping with the special conditions obtaining in the London area, i.e. the shorter distances normally covered in the metropolis, the higher garage rents obtaining, and the extra wear and tear and petrol consumption, inevitable in the congested traffic conditions in which the cars have to be driven.

Norwich: Delete "London" in line 7 and substitute "Borough"; delete "Metropolis" in line 9 and substitute "Borough."

Subsistence allowances and travelling expenses

78. Education Welfare Officers' National Association: That this Conference is of the opinion that, in view of the increased charges made for meals, especially on trains, the travelling expenses as laid down in section 19(c), (d), and (e) of the Charter be suitably increased.

South Wales and Monmouthshire District Committee: Delete "especially on trains" in lines 4 and 5 and in line 6 amend to read "in sections 18 and 19(c), (d), and (e)..."

Leeds Hospitals: After "Charter" in line 7 insert "and for the National Health Service."

Staff welfare

81. Lancashire County: That Conference asks the National Executive Council to take immediate steps to secure the insertion under paragraph 20 of the Scheme of Conditions of Service of a clear definition of what is meant by the phrase "adequate

This Local Government



"The committee instructed the surveyor to peg out on the site."

Sent by Miss E. M. Withers, Taunton.

provision for ensuring the welfare of the staff including the conditions under which they work," with especial reference to heating, lighting, washing facilities, ventilation, working space, staff meals, etc.

Birmingham: Add: "and that the Association be requested to discuss, with other Federations representing non-industrial workers, the ways and means of obtaining the immediate enactment of a Statutory Code similar to that set up for factories."

Lewisham: After "space" in the last line insert "staff recreational accommodation." **Carmarthenshire:** Add "and that the National Executive Council be required, on request, to press for the lifting or modification of the total ban recently placed by the Government on work of repairs and adaptations, particularly where such work is determined by local authorities to be immediately essential for the improvement of deplorable conditions under which members of the staff are acknowledged by them to be at present working."

South West Sussex Gas Officers: Delete "secure... phrase" in lines 3 to 6 and substitute "initiate the passage of legislation to obtain an Act to provide for." At the end of the motion add "on lines similar to that of the section of the Factories Act as applicable to manual workers." **St. Helier & District Health Services:** Delete "insertion... work" in lines 3 to 9 and substitute "extension of the Factories Act to ensure that the staff welfare provisions shall apply to all grades of staff in NALGO membership."

Wanstead and Woodford: Before "etc." in the last line insert "recreational facilities."

Local joint committees

82. Sheffield: That this Conference, being conscious of the fact that many local authorities have not entered into the

spirit of the National Joint Council's suggestion as contained in the preamble to the Scheme of Conditions of Service regarding the formation of local joint committees, is convinced that it is in the best interests of all local authorities and their officers that such committees be formed. Conference therefore instructs the National Executive Council to take steps to secure such adjustment to the Charter as will ensure that the setting up of local joint committees shall be compulsory.

Halifax and District: After "take" in line 12 insert "immediate."

Clothing allowances

83. Coseley: That the National Executive Council be instructed to negotiate for provision to be made in the Charter for the supply by local authorities of suitable protective clothing, or the payment of a standard allowance in lieu, to all officers who are engaged for the greater part of their working hours out of doors.

South West Sussex Gas Officers: Insert after "local authorities" in line 4 "and nationalised authorities."

Appeals machinery

84. Gateshead: That the National Executive Council take steps to secure the establishment of machinery through the medium of the National Joint Council to decide the right of appeal in individual cases where, in a review of establishment, the grading of a post is not varied.

Rochdale: Delete all words after "secure the" in line 2 and substitute: "amendment of paragraph 39 of the Scheme of Conditions of Service so as to ensure that an officer has a right of appeal against the decision of an employing authority where such decision relates to:

(a) an application by that officer for a regrading of his post on the grounds of increased duties and/or responsibilities, whether such application was considered individually or in conjunction with a general review; or

(b) the grading of that officer's post in consequence of a general review under paragraph 26 of the Scheme where the grading of a previously similarly graded post has, without an alteration in the duties and/or responsibilities of such previously similarly graded post, been varied from that of the first post, whether such variation in the grading of such previously similarly graded post was the result of such general review or was the result of a decision arrived at prior to such general review but subsequently to the occasion when the two posts were placed on a similar grade."

85. Metropolitan District Committee and Ealing: That this Conference instructs the National Executive Council to speed up the machinery for dealing with all appeals concerning grading and conditions of service of local government officers.

Eston: Add "and take such action as will ensure that all awards arising from successful regrading appeals are made retrospective

to the date of the original application to the employing authority."

Paddington: Add "and to secure that appeals are heard within six months of the date of lodging the appeal provided that the period may be extended with the consent of both sides."

Glasgow Gas: Add "and staffs of the nationalised services."

Metropolitan Regional Hospital Board: Delete "of local government officers" in line 6.

North West Kent Hospital: Insert immediately before "local" in line 6 the words "national and."

Triennial establishment reviews

6. Southend-on-Sea: That the National Executive Council be instructed to press, through the staff side of the National Joint Council for Local Authorities' Administrative, Professional, Technical and Clerical Services, for an amendment of the Charter making it obligatory upon local authorities to conduct, in consultation with representatives of their staffs, a review of the grading of their established posts coming within the Charter salary scales at least every three years, commencing with a first review to be completed within a period of three months from January 1, 1953, thus ensuring that all established posts are periodically reviewed, and by conducting the review in consultation with representatives of their staffs, ensuring an exchange of views before final decisions are taken,

thus avoiding subsequent appeals as far as practicable.

Sheffield: Delete "three years" in line 12 and substitute "year."

Haywards Heath and District Hospitals: Add "and that similar action be taken through the Functional Councils of the National Health Service."

Revision of Whitley Council machinery

88. Metropolitan District Committee and East Barnet: That this Conference deplores the delay of the National Joint Council in dealing with salary claims and instructs the staff side to consult immediately with the employers' representatives with a view to obtaining a revision of National Joint Council procedure.

Islington: After the word "instructs" in line 5 insert "(a)". At the end of the motion add "and (b) the National Executive Council to investigate and report on measures available to strengthen the hand of the staff side when goodwill and just agreement are superseded by parsimony and procrastination from the employers' side."

89. Lambeth: That the National Executive Council do instruct the NALGO members of the staff side of the National Joint Council to table a motion requiring the National Joint Council and its executive committee to meet regularly once each month with a view to accelerating the consideration of urgent matters.

Metropolitan Regional Hospital Boards: Delete "side of... committee" in lines 3 to

6 and insert "sides of all Whitley and Functional Councils to table motions requiring such Councils and their executive committees."

Local Authorities' National Joint Council—revision of constitution

90. Metropolitan District Committee and Middlessex: That the National Executive Council be instructed to take immediate steps to obtain an amendment of the constitution of the National Joint Council for Local Authorities' Administrative, Professional, Technical, and Clerical Services to enable them to make recommendations relating to scales of salaries and conditions of service of all officers of the classes dealt with by the Council on salary scales proceeding beyond £1,000 per annum, other than those coming within the purview of the Joint Negotiating Committees now dealing with salaries of certain chief officers and of town clerks and clerks.

Staffordshire County: Delete "of the... of certain" in lines 10-11 to 16 and substitute "other than."

Strikes of other employees

93. North East London Electricity: That, with reference to Sections (a) and (b) of paragraph 73 of the 1949 Annual Report, this Conference directs that, should the British Electricity Authority or an electricity board make an approach to NALGO to seek the services of administrative and clerical staff in order to

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maintain supplies, the application shall be referred to the appropriate Consultative Committee which is hereby empowered to determine on the basis of the general policy of paragraph 73, the instructions to be issued by NALGO to its members. **South West Sussex Gas Officers:** After "board" in line 6 insert "and/or Gas Council or Gas Board."

Bristol Electricity: Delete "instructions" in the next to last line and substitute "recommendations."

Reckoning of service on transfer

94. Norfolk County: That this Conference requests the National Executive Council to seek an early amendment of the conditions of service laid down in the National Charter which will give officers transferring from the Health Service and other nationalised services, to the local government service, and vice versa, the right to count such service to determine entitlement to sick pay, holidays, etc.

Metropolitan Regional Hospital Boards: Delete "amendment . . . Charter" in lines 3 to 5 and insert "amendments of conditions of service."

Statistical research

95. Liverpool: That Conference instructs the National Executive Council to set up a statistical organisation at Headquarters so that the staff sides of the various National Joint Councils may be provided with information on the economic conditions of members.

Islington: Delete "the economic conditions of members" in line 6 and substitute "all matters having a direct bearing on salary and service conditions negotiations."

Revision of health service Whitley machinery

99. Dartford and District Hospitals and Health Services, and Preston Hall Hospital: That this Conference deprecates the system whereby decisions of the Whitley Council are subject to the approval of (a) the Minister of Health and (b) the Treasury under the National Health Service Act, 1946, sections 66 and 75 (para. 3), and instructs the National Executive Council to take steps to press Parliament to enact amending legislation to take away their powers to determine the salaries and conditions of service of staff in the health service and to make it obligatory on the Minister of Health to accept agreements reached by the Whitley machinery.

Metropolitan Regional Hospital Boards: Delete "to press . . . service and" in lines 10 to 14.

Mid and West Herts Hospitals: Delete "accept" and substitute "implement" in line 16; add at end "forthwith."

Health service — implementation of Whitley awards

101. East Suffolk Health Services: That this Conference views with concern the considerable period of delay between the notification of details of the agreements reached in regard to salaries and conditions of service of health service staffs

and instructs that all possible action should be taken to ensure that details are made known to employers without delay.

East Suffolk Health Services: After "conditions of service of health service staffs" in line 6, insert "and their official implementation."

Health service—conditions of service

103. Isle of Wight Hospitals: That this Conference views with concern the long delay in negotiating conditions of service for administrative and clerical staff employed in the health service, and instructs the National Executive Council to negotiate an agreement at the earliest possible date.

Haywards Heath and District Hospitals: Delete "administrative and clerical" in line 4 and substitute "all."

Health service—gradings

105. Clwyd and Deeside Hospitals: That this Branch, having considered A.C. Circular No. 17, is of the opinion that the regrading of administrative and clerical staffs should have been deferred until the award relating to assistant (hospital) secretaries had been published. It is considered that, due to the lack of this information, the grading of staff may have been depressed throughout the hospital service in order to bear some relation to the present salaries of assistant secretaries, and that, had the new award been known, regrading generally might have been more favourable.

North West Kent Hospitals: After "No. 17" in line 3 insert "and 21"; after "secretaries" in line 7 insert "and designated officers"; after "staff" in line 9 delete "may have been depressed" and insert "may now be reviewed."

Metropolitan District Committee and North East Essex Hospital Services: Delete "assistant (hospital) secretaries" in lines 6 and 7 and substitute "designated officers"; delete all words after "relation to the" in lines 11 and 12 and add "salaries of designated officers prior to the arbitration award."

Administrative posts in hospital service.

108. Haywards Heath and District Hospitals: That this Conference is opposed to the direct entry into senior administrative posts of the hospital service of persons without substantial and long standing day to day experience of the service.

Surrey Electricity: Delete all words after "posts" in line 4 and substitute "of all nationalised and local government services of those persons without substantial and long standing day to day experience in the particular service for which the posts may be vacant."

Portsmouth: After "experience" in line 6 insert "of the hospital service or similar service with a local authority or other recognised body."

Somerset County: Delete "hospital service" in line 4 and insert "local government, nationalised and hospital services."

Health service—redundancy

110. Preston Hall Hospital: That this Conference instructs the National Executive Council to safeguard the interests of members who are declared redundant subsequent upon a visit by the Minister of Health's visiting teams.

Fulham and Kensington Hospitals: Add "or for any other reason."

Bournemouth and District Health Services and Southport: Delete all words after "redundant" in line 4.

Dartford and District Hospitals and Health Services: That this Conference instructs the National Executive Council to take steps to prevent the loss of office by members whose posts are declared redundant after a visit by the Minister of Health's visiting teams."

Superannuation amendments

114. National Executive Council: That this Conference regrets that it has not been practicable to introduce amending legislation during the present session of Parliament to give effect to the proposals agreed with the Ministry of Housing and Local Government and the local authorities' associations and respectfully urges upon the Government that steps be taken to deal with the matter as one of the utmost urgency.

Birmingham: Delete "regrets" in line 2 and insert "whilst regretting." Delete all words after "Parliament" in line 5 and substitute "is of the opinion that the proposals agreed with the Ministry of Housing and Local Government and the local authorities associations are unsatisfactory."

Superannuation—retirement at age 60

117. Ilkley: That this Conference instructs the National Executive Council to take steps to secure the amendment of the Local Government Superannuation Act, 1937, in order to give all officers the option of retiring at the age of 60 years, irrespective of length of service.

Newton le Willows and District: Add "The employing authority to be responsible for the officer's contribution under the National Insurance Act, 1946, so that the officer's State pension is not prejudiced on attaining the qualifying age."

Superannuation—widows' and dependants' pensions

119. Bristol and District: In view of the fact that the majority of officers will not be eligible for the maximum superannuation allowance on retirement, and by reason of the consequent reduction in the officer's own pension, only a limited number of existing officers will be in a position to take advantage of the proposed new provisions for widows' pensions now being negotiated by the N.E.C., this Conference instructs the N.E.C. to take immediate steps to secure in the proposed Bill:

(a) an optional supplementary contributory scheme to provide for widows' pensions for officers who die in the service, on the model employed by the electricity or civil staffs, or such other

scheme as may be devised by an actuary as suitable for working in conjunction with the 1937 Act benefits as now to be amended (on the understanding that the additional contributions necessary will be borne by the officers concerned),

(b) a provision to secure that the refunds normally made at death be retained and used for the purpose of increasing the amount of the widows' pension and for keeping the increase in contributions to a minimum, and

(c) the removal of the good health condition in the case of officers making allocations on retirement in favour of their spouses.

Southport : Delete paragraph (b); alter "(c)" to "(b)."

Superannuation — employment after retirement

122. Bristol and District : That this Conference requests the National Executive Council to seek an amendment of the superannuation provisions to ensure that officers who are entitled to receive a superannuation allowance shall not suffer a reduction of their superannuation allowance or the normal rate of pay for the job if they accept further employment with a local authority, or other public authority.

Mid. and West Herts Hospitals : After "of the" in lines 3 and 4 insert "various"; after "provisions" insert "applicable to members of the Association."

Bristol Electricity : Add "Further, this Conference is of the opinion that any general extension of service shall be resisted."

Publicity for local government

126. National Executive Council : That this Conference, convinced that effective democratic local government is essential to the personal wellbeing of the citizen and the health and productive efficiency of the nation, and believing that the success of local government largely depends upon popular understanding and support, urges the Minister of Housing and Local Government to encourage local authorities to make full use of their powers to develop public interest and participation in civic affairs and, with this object, to establish a permanent national advisory body on publicity for local government, to inspire and foster such activities throughout the country.

Metropolitan District Committee and Tottenham : Add "to facilitate a wider appreciation of the consequences of a growth in the number of non-elected public authorities and the realisation of the importance of preserving the voice of the people."

NALGO Reconstruction Committee

127. Ealing : That in view of the present tendency to reduce the powers of local government, this Conference instructs the National Executive Council to reconstitute

the NALGO Reconstruction Committee on Local Government, and to report to the next annual Conference on the measures necessary for the strengthening of local government and local government finance.

Ealing : Delete "to reconstitute . . . Government, and" in lines 4 to 6.
South Wales and Monmouthshire District Committee : Delete "That in view of the present tendency to reduce the powers of local government."

Information for members

130. National Executive Council : That this Conference, whilst recognising the confidential character of National Joint Council negotiations at certain stages, is of the opinion that a membership fully informed on service conditions matters is essential to the wellbeing of the Association, and accordingly instructs the N.E.C. to make such arrangements as will ensure, without prejudice to negotiations from time to time, that members are kept advised of current events.

Wanstead and Woodford : Delete "whilst . . . stages" in lines 2 to 4.

131. Metropolitan District Committee and Islington : That this Conference—

(a) approves the principle of keeping the membership fully informed of the nature and progress of consultations and negotiations on salaries and service conditions between the staffs' and employers' sides, and considers the publica-



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tion of regular and comprehensive reports in "L.G.S.," circular letters to branches, and other suitable media, on all matters which are the subject of such negotiations, to be the best method of ensuring the continued interest and confidence of members of the Association; and

(b) calls upon the National Executive Council to ensure that this policy is implemented.

South Western District Committee: Delete "and" in line 6; insert a comma after "salaries" in line 6; after "conditions" in line 6-7 insert "and superannuation"; delete the apostrophes after "staffs" and "employers" in lines 7 and 8; delete "sides" in line 8.

The paragraph (a) would then read: "approves the principle of keeping the membership fully informed of the nature and progress of consultations and negotiations on salaries, service conditions and superannuation between the staffs and employers and considers . . ."

133. Wanstead and Woodford: That this Conference instructs the National Executive Council to circulate to branches immediately after meetings of the National Joint Council for Local Authorities' Administrative, Professional, Technical and Clerical Services full reports on progress of any negotiations in respect of salaries.

Metropolitan Regional Hospital Boards: Delete "National . . . Services" in lines 4 to 7 and insert "all Whitley and Functional Councils."

Cuts in social services

135. Islington: That this Conference is greatly perturbed by the cuts in social services.

Metropolitan District Committee: Add "That this Conference instructs the National Executive Council to take all practicable steps to safeguard the interests of officers who may be adversely affected by any cuts in the social services."

Affiliation with the T.U.C.

137. Wanstead and Woodford: That a referendum be taken of members of the Association as to whether or not they desire NALGO to affiliate with the Trades Union Congress and that in the event of a majority of members voting being in favour of affiliation, the National Executive Council be instructed to apply immediately for affiliation to the T.U.C.

Islington: After "Congress" in line 5 add "such referendum to be completed by the 13th September, 1952." At the end of the motion add "The result of the referendum to be published in the October issue of 'Local Government Service.'"

South West Sussex Gas Officers: Add "and in the event of a negative decision the question of affiliation shall not be raised for a period of at least five years from the date of this Conference."

Liverpool: Delete "voting" in line 6.

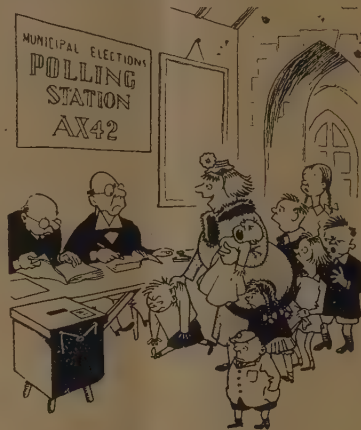
District committees for each service

139. M.E.B. Worcester and District: That Conference instructs the National Executive Council to ensure that provision is made whereby each section of NALGO i.e. Electricity, Gas, etc., has its own district committee, thus obviating the necessity in the electricity industry for consultative committees.

North West Kent Hospitals: After "district" in line 6 insert "and national"; delete "in the electricity industry" in line 7.

Subscriptions

145. Clwyd and Deeside Hospitals: That the present salary groupings forming the



"Jones—Prudence—that's me."

basis of NALGO subscriptions are too wide, resulting in inequality of contributions, and that the following scales be submitted, the salary, irrespective of grade, at November 1, being the figure on which subscriptions are based:

Salary not exceeding £300—1s. 8d. p.m.	
" " " 370—2s. 0d.	"
" " " 460—2s. 6d.	"
" " " 545—3s. 0d.	"
" " " 620—3s. 6d.	"
" " " 710—4s. 0d.	"
" " " 810—4s. 6d.	"
" " " 1,000—5s. 6d.	"
" exceeding 1,000—6s. 6d.	"

Leeds: That the present salary groupings forming the basis of NALGO subscriptions are too wide, resulting in inequality of contributions, and that the following scales be substituted:

Officers over 21 years of age, 9d. per week
Officers under 21 years of age, 6d. per week

Minimum subscriptions

147. Macclesfield and District: That the minimum subscription be reduced from 1s. 8d. to 6d. per month in respect of:

- Members whose sickness pay is exhausted and who are receiving no pay from their employing authority;
- Members who are unpaid articled pupils;
- Members who are receiving financial assistance from the NALGO Benevolent and Orphan Fund.

Ipswich and Northern Region Health Services: After "respect of" in line 3 insert "members who are unpaid articled pupils. That the minimum subscription be waived in respect of." Delete sub-paragraph (b).

Willesden: Delete "whose sickness pay is exhausted and" in sub-section (a); delete sub-section (c).

Haywards Heath and District Hospitals: Add "(d) Members who are unemployed."

Margate: Add "(d) Members on unpaid leave in excess of 3 months."

Mid and West Herts Hospitals: Amend (a) to read "Members whose sickness pay is not more than half-pay from their employing authority." To the end of the motion add: "No subscriptions to be paid if not in receipt of pay from employing authority."

Subscriptions—retention by branches
148. London Electricity (Northern): That the percentage to be retained by branches be increased in order to maintain the same relative income as in 1950/51.

North West Kent Hospitals: Delete all words after "increased" in line 3.

149. North Western and North Wales District Committee and Birmingham, Glasgow, Manchester and Sheffield: That this Conference prescribes under Rule 11(a) that the percentage of subscriptions to be retained by branches shall be 33½.

West Riding County Officers: Delete all words after "of" in line 5 and substitute "total amount collected in subscriptions during each year by a branch which is to be retained by that branch shall be as follows:

- County branches or other "scattered" area branches when recommended by the district committee for their area and approved by the Council . . . 38½ per cent.
- Other branches . . . 33½ per cent.

Subscription rebate for branch magazines or news-sheets

150. West Midland District Committee and Coventry: That, in order to encourage the publication of branch magazines or news-sheets, this Conference agrees to the retention of an extra 5 per cent. of subscription rebate, or half the cost of production, whichever be the less, by branches, publishing a suitable magazine or news-sheet; subject to the appropriate district committee being satisfied that the magazine or news-sheet merits financial assistance from the Association.

Denbighshire County: Delete "an extra . . . rebate" in lines 5 and 6; delete "whichever be the less" in line 7.

Mid and West Herts Hospitals: Delete "5" in line 5 and substitute "10."

Title of the Association

152. National Executive Council: That the title of the Association be altered to "National and Local Government Officers Association," short title "NALGO", and that the rules be amended accordingly.

South West Sussex Gas Officers: Delete "National" in line 3 and insert "Nationalised Authorities."

Service conditions news

LOCAL GOVERNMENT by J. C. HAMILTON

Typists and machine operators get their own salary scales



BY THE TIME this journal is read, members will have heard the result of the meeting of the local government National Joint Council held on April 23—after we had gone to press—to consider the claim for an all-round increase in salaries. As was reported last month, the claim was before the Council on March 20, when the employers asked for more time to consider it. The staff side agreed to this request on the understanding that finality would be reached on April 23.

Other matters considered and decisions reached by the Council at its March meeting, included:

Salary scales for women typists, shorthand-typists, and machine operators.

The following scheme was agreed, to operate from April 1:

Copy-typists		
£	£	£
120	196	268
132	216	288
144	232	304
160	248	320
176		

To receive a salary on this scale, a copy-typist must have at least the intermediate typewriting certificate of the Royal Society of Arts, or its equivalent. She enters the scale at a salary commensurate with her ability and experience; and, except at the maximum, her salary must exceed that which would be appropriate for her age under the women's General Division scale.

Increments are payable as from the first day of the pay period following that in which the officer's birthday occurs.

Shorthand-typists

	Standard of proficiency*	Salary Scale
	Typewriting w.p.m.	Shorthand w.p.m.
Scale A	35	80
B	50	120
C	50	120

(plus, in the case of Scale C only, at least 5 years' approved service as a shorthand-typist)

No shorthand-typist is to receive a salary under these scales lower than that appropriate to her age under the women's General Division scale. When a shorthand-typist transfers to a higher scale, or a copy-typist transfers to a shorthand-typist scale, she is to be placed on the point in the higher scale next above her existing salary point.

Increments are payable as under the copy-typist scale, except that an officer

who has received an increase in salary on transfer less than six months before her birthday receives no increment until her following birthday, subject to the proviso that she shall not be paid less than she would be paid at her age on the General Division scale.

Copy-typists and shorthand-typists who cannot satisfy the requirements stated above for entry to their respective scales are to be paid salaries under the women's General Division scale until they are eligible for transfer, except that a copy-typist's salary is not to exceed £320.

Senior shorthand-typists: Shorthand-typists of suitable ability and experience, who have attained a standard of efficiency required by the employing authority, are eligible for promotion to more responsible posts (e.g. involving supervisory duties or duties of a private secretary) graded in the Clerical or Higher Clerical Divisions.

Machine operators of simple office machines (e.g. Burroughs adding machine) and punch operators: Same scale and provisions as the copy-typist, except that no certificate of proficiency is required, and subject to the proviso that the officer shall not be paid less than she would receive at her age under the women's General Division scale, except at the maximum.

Operators of accounting and calculating machines (e.g. comptometers) involving greater skill than the simple office machine: Scales A, B, and C as for shorthand-typists. The standard of proficiency for grading under these scales is to be decided by the employing authority, but no operator is to be graded on Scale C unless she has at least five years' approved experience as an operator of machines of the type referred to. Provisions for minimum salary, transfer, and increments are the same as those accompanying the shorthand-typist scales.

Senior operators: Machine operators of suitable ability and experience, who have attained a standard of proficiency required by the employing authority, are eligible for promotion to more responsible posts (e.g. posts involving supervisory duties) graded in the Clerical and Higher Clerical divisions.

Operators of addressing or duplicating machines: These operators are to be

paid in accordance with the women's General Division scale, subject to a maximum salary of £320.

All these scales carry the "no detriment" clause, providing that an officer who is already receiving a higher salary or would progress to a higher salary than that applicable to her under the new scales may continue under her present arrangement.

The Council rescinded its decision of July 31, 1947, which amended paragraph 21 of the scheme of conditions of service "so as to permit employing authorities to apply the General Division salary scale (females only) without strict reference to age, but with due regard to ability, provided that no female officer shall be paid less than the scale salary according to age."

Annual leave for officers covered by the scales set out above, except those whose posts are graded in the Clerical or Higher Clerical Divisions, is to be 12 working days for juniors up to 21 years of age and 15 working days thereafter.

Schools meals supervisor

The following salary scales have been agreed for school-meals supervisors of central kitchens or self-contained canteens, to operate from April 1:

Meals per day capacity of establishment	Scale
500—750	Misc. Grade I —£285 × 10—325
751—1500	" II —£310 × 15—370
1501—2000	" III—£355 × 15—415
Above 2000	At discretion of employing authority.

Meals provided free of charge are taken into account. Where there is a considerable difference between the meals per day capacity and the output, the employing authority is to give special consideration to the grading of the post.

Suitably qualified school meals supervisors are entitled to an extra £30 a year. Full details of the scheme were set out in a circular sent to branches.

Telephone operators

The following scheme of salary scales has been agreed, to operate from April 1:

An operator who is engaged under the recruitment provisions of the Scheme of Conditions of Service is to be paid a salary in accordance with that Scheme.

An operator not so recruited and:

(a) who is employed solely on switchboard duties, comes within the scheme for Miscellaneous classes of officers on a special scale of £120 × 15—£285. The minimum is intended to apply to juniors without previous experience of the work; others are to start at a point in the scale commensurate with their ability. Annual leave is to be in accordance with paragraph 5 of the Miscellaneous officers' scheme, namely, two calendar weeks for officers of 21 years and under, and two

calendar weeks and three days for officers over 21 years.

(b) who occupies a post involving duties warranting a higher salary scale, for example, where the holder is conversant with the organisation of the employing authority and can thereby facilitate the handling of telephone enquiries: **Misc. Grade I**—£285×10—325. **Supervisors of telephonists**: A grade in the scheme for Miscellaneous classes of officers to be decided by the employing authority.

"Z" and "G" reservists

It was agreed that, for 1952, so long as the recall of these classes of reservists is limited to fifteen days, special leave is to be granted to officers so recalled as follows:

<i>Normal leave entitlement</i>	<i>Special leave with pay</i>
21 days or less	8 working days
Over 21 days	6 working days

The balance to be treated as unpaid special leave unless the officer concerned wishes the balance to count in whole or in part against his annual leave.

Miscellaneous officers

Where a post falls appropriately within the scope of the scheme for Miscellaneous classes of officers, but merits a higher salary than is provided by Grade VI, the employing authority should submit its proposed grading of the post to the provincial council for consideration.

Promotion examinations

The Council agreed to extend the period during which employing authorities may exercise a degree of discretion in operating Paragraph 28 of the Scheme to December 31, and indicated that the period would not be extended beyond that unless changes in circumstances so warranted.

Diplomas in Public Administration

In order that officers should not be deterred by uncertainty from entering upon D.P.A. courses at Universities in the autumn of 1952, it was agreed that, in the circumstances, the period of provisional recognition should be extended by one year. Accordingly, an officer who obtains a University Diploma in Public Administration at any time before September 30, 1956, will be eligible at any time after being awarded the Diploma for promotion up to the maximum of A.P.T. IV and beyond that point throughout the A.P.T. Division if, in addition, he has had five years' experience in work of an administrative character.

Sanitary inspectors

It was agreed that the Council's decision on salaries of sanitary inspectors relates only to posts where the duties and responsibilities are those normally and properly appropriate to the post of sanitary inspector. Where there are additional duties, for example public cleansing duties, the decision referred to

does not apply and the post should be graded according to the responsibilities involved.

Motor car allowances

In view of the recent increases in motoring costs, particularly the Budget increase in tax on petrol, arrangements have been made for the scale of motor car allowances to be reviewed.

Other matters considered at the meeting but on which no agreement was reached, and which are therefore still under negotiation, were London weighting; officers on "personal" or "protected" salaries; report of a joint liaison committee on salaries of certain chief officers, deputy chief officers, heads of departments, and senior officers; and equal pay for equal work.

Whitley council for New Town staff planned

EFFORTS are being made to form a separate Whitley Council to negotiate salaries and service conditions for the staffs of the thirteen new towns in Britain.

Since, as employees of Development Corporations, they are neither local government officers nor civil servants, there is at present no national negotiating machinery for these officers, and their salaries and conditions are fixed by the corporations, which have taken either

local government or civil service standards as their model. In fulfilment of the instruction of last year's Conference that NALGO should expedite the formation of Whitley machinery in fields where it does not yet exist, the National Executive Council invited New Town branches to send representatives to a meeting to discuss the possibilities with the chairman and vice-chairman of its service condition committee. This meeting, held on January 26, was attended by representatives from Basildon, Crawley, Cwmbran, East Kilbride, Harlow, Hemel Hempstead, and Stevenage.

There were two possible approaches—to form separate Whitley machinery, or to invite the local government National Joint Council to bring the new town staffs within its scope. Either course would require the approval of both the Ministry of Housing and Local Government and the development corporations, whilst the latter would need also the approval of the other national joint councils for local government employees.

The meeting decided that the interests of the staffs would best be served by separate Whitley machinery, to apply to all officers below the rank of manager, and to cover England, Scotland and Wales. NALGO thereupon took up the matter with the Ministry of Housing and Local Government, and has since made a direct approach to the committee of chairmen of the development corporations.

ELECTRICITY

by L. G. MOSER

Reconstitution of N.J.C. should speed up negotiations



THERE HAS BEEN one change only in representation on the National Consultative Committee for 1953, London having appointed P. R. FRANKLYN to succeed S. LISLE TAYLOR. Mr. Franklyn is employed by the London Generation Division and is chairman of the London Electricity (Western) Branch.

National Joint Council

One of the important matters discussed by the Consultative Committee when it met on March 17 was representation on the National Joint Council. The Boards' members have decided to reduce their representation to just over a third of the present number, and have invited the trade unions to consider reducing theirs. They pointed out that the wide representation—consisting on their side of four representatives of the central authority, one from each area board, one from each division, and two from the North of Scotland, and, on the union side, of the equivalent of more than two from each area—has been beneficial during the formative years, but that they felt the time had now come when efficiency would be improved and negotia-

tions speeded up if the Council were reduced to a more manageable number.

The Committee agreed to recommend a substantial reduction, and representatives of the four unions met to consider the position. As a result, it has been agreed—and NALGO's service conditions committee has approved—that the future staff side shall consist of nineteen representatives: thirteen to be appointed by NALGO, four by the Clerical and Administrative Workers' Union, and one each by the National Union of General and Municipal Workers and the Transport and General Workers' Union. NALGO's relative position has therefore been slightly improved, although the allocation of seats still does not truly reflect our predominant membership.

The bulk of the NALGO representatives will be nominated from among their number by the National Consultative Committee at an early date.

There will be no reduction in the size of the National Consultative Committee, which will continue to advise the staff side on all matters before the National Joint Council, so there will be no loss of contact between

the staff side and the membership, through their branches and consultative committees.

The boards are likely to reduce their representation on district councils from ten to eight, but the trade unions have decided to make no change for the coming year.

Salary claim

When these notes were written, there was no news about the salary claim. Any development will be notified to branches.

First weekend school

The Metropolitan area education committee, with the co-operation of the district consultative committee, is holding

a weekend school for electricity staffs at Horsley Towers, Surrey, from May 23 to 25. Lecturers will include A. L. Burnell, secretary of the South Eastern Board; Ernest Long, secretary of the British Electricity Authority; J. Grady, resident tutor at Horsley Towers; D. Moffat, M.B.E., director of establishments, B.E.A.; Alderman W. J. Bennett, chairman of the Eastern electricity consultative council; L. W. G. Hetherington, chairman of the National and Metropolitan district consultative committees; and myself. The inclusive fee for the school is £3, and A. E. KAY, Clerk's Department, County Hall Chelmsford, Essex, will receive inquiries.

GAS SERVICE

by G. H. NEWMAN

Improved scheme of overtime bonus payments agreed

THE National Consultative Committee met on March 25 and considered the various matters due to be dealt with by the National Joint Council the next day. It was reported that E. P. BRADSHAW, Eastern district, and A. B. WESTWOOD, Scottish district, had been nominated to serve on the Senior Gas Officers Advisory Panel. The Committee is to recommend the N.E.C. to appoint D. S. DAVIES, South Wales district, to represent the Association on the Senior Gas Officers' Joint Council.

National Joint Council

The main business of the Council at its meeting on March 26 was to agree the terms of the improved overtime bonus scheme, as follows:

The National Joint Council for Gas Staffs deprecates the employment of staff on overtime, and agrees that it should be avoided or reduced wherever possible. At the same time, it is hoped and expected that the practice of staff remaining voluntarily after hours to complete jobs, where this is necessary, will continue. Where, however, staff are directly authorised to work overtime, the National Joint Council agrees that payment shall be made on the conditions set out below:

1. That all overtime, before being considered eligible for bonus payment, must be authorised by the employing authority through a responsible officer.

2. The first hour of any period of authorised overtime worked on any one day shall not count for payment except where it is a part of a period of more than one hour.

3. The cash bonus in respect of authorised overtime shall be paid monthly as follows: (a) Three pence per hour in respect of each £25 of annual salary or part thereof, subject to the provisions of clause 4 below.

4. Generally, staff in the A.P.T. Grades, with the exception of those engaged on clerical or administrative work, shall not be considered for the payment of bonus, since it is normally expected of them that their hours, by virtue of their work, may vary from time to time. Payment of bonus will be made only to staff in clerical grades up to and including Grade

D and to staff in the A.P.T. grades up to and including Grade 6.

5. These provisions will not exclude the granting of time off in lieu of payment of overtime bonus where mutually agreed between the Management and the employee concerned.

6. This Scheme supersedes any agreements or arrangements existing on April 1, 1952, for payment in respect of overtime, but does not exclude payment at the discretion of the employing authority in any special circumstances.

7. This scheme shall operate as from Tuesday, April 1, 1952."

Other matters dealt with included:

Sick pay scheme: The staff side agreed to the following interpretation of clause iv(c) of the sick pay scheme:

1. That it is an obligation upon every employee within the sick pay scheme to pay all arrears of contributions under the National

Insurance Acts so as to maintain himself in full statutory sick or injury benefit;

2. That consequently the amount to be deducted under clause IV(c)(i) and (ii) of the sick pay scheme shall be the full amount of the statutory benefit to which any employee would be entitled had he satisfied the contribution conditions under the National Insurance Acts.

The employers' side accepted a suggestion that where employees were allowed unpaid leave, their attention should be called to the fact that it was necessary for them to keep their contributions under the National Insurance Acts up to date.

The Council decided that where a member of the staff happened to be away sick on bank or statutory holidays, he should not have a day's holiday with pay in lieu at a later date.

Salary increase: The staff side raised the question of the application of the recent salary increase to staff receiving salaries above their grade in recognition of special merit or responsibility. It was claimed that, in these cases, the salary increase should be paid, although in many areas this had not been done. The employers agreed that cases should first be taken up with the area board concerned, after which the staff side, if still not satisfied, could raise them in the National Joint Council.

Holiday agreement: It was not possible to make any progress on the staff side's proposals for altering the holiday agreement, and they were withdrawn for reconsideration.

Typists and machine operators: The employers also rejected the view that it would be competent for the staff side to raise at area level the question of the acceleration of increments of shorthand typists and machine operators if circumstances required, maintaining that this was a managerial function.

TRANSPORT

by JOHN LANCASTER

Retrospective salary increases for senior waterways staff

AS A RESULT of the staff side's application last November for an increase in the salaries of officers not covered by the National Joint Council, the following increases have been agreed, to operate from December 3, 1951:

Annual salary	Increase
£700 to 799	£56
£800 to 999	£60
£1,000 to 1,199	£65
£1,200 to 1,399	£70
£1,400 to 1,599	£75

Education in road transport

Facilities for education and post-entry training are few in the road passenger transport field compared with those available in other industries, but the National Committee on Road Transport Education is trying to improve the position.

This committee, composed of representatives of employers and trade unions, was formed in 1945, at the instigation of R. STUART PILCHER, then general manager of Manchester Corporation transport. There were, of course, many transport staff officers already studying for the examinations of the Royal Society of Arts and the Institute of Transport, but it was thought that more facilities were required, and the committee drew up a scheme to provide road transport employees with elementary vocational instruction in traffic operation, engineering, and clerical work.

The course, which is governed by the Royal Society of Arts, is available to students at many technical colleges, and the R.S.A. has instituted a series of examinations, which have been held yearly



since 1946, on the following syllabus: Road Transport Operation (Passenger); Road Transport Operation (Goods); Elements of Road Transport Engineering; Road Transport Accounts and Statistics; and Economics applied to Road Transport.

There is an excellent list of prizes, and candidates passing in seven subjects or more, including two third-year papers, receive a diploma which is accepted by the Institute of Transport as a qualification for admission to studentship.

The committee's progress report for 1951 shows that fewer students took the course last year than in previous years. It is thought that this may be due partly to lack of publicity, and it is hoped that, as the course becomes better known, more will take advantage of it.

NALGO's education department will be interested to hear from any members who are having difficulty in getting tuition for this course or for the examinations of the Institute of Transport.

N.E.C. committees

THE COMMITTEES OF NALGO's National Executive Council met in London on April 4. Matters discussed included:

Service conditions

Recognition of water company staffs.—The Snodland waterworks branch had submitted a resolution complaining that the Association neglected the staffs of privately-owned water companies, and asking that due recognition be given to them in all the NALGO publications. The committee was satisfied that water companies' staffs were not being neglected.

Equal pay.—A report from the special sub-committee on equal pay stated that the national equal pay campaign committee was trying to secure an interview with the Chancellor of the Exchequer and proposed to undertake further lobbying in the House of Commons; institute a parliamentary debate; send deputations to various government departments; and arrange a mass meeting at Central Hall, Westminster, on May 9.

Chief officers' salaries.—One of the recommendations of the Joint Negotiating Committee for Chief Officers stated that the authorities' side of the committee would be willing to act as a committee of inquiry and advice to a local authority in any case of difficulty between the authority and a chief officer which was submitted to it by both parties. The service conditions committee was informed that the Isle of Wight county council had graded four of its officers on the minimum of the appropriate population range, £1,300 × 50—£1,600, but that the authorities' side of the Joint Negotiating Committee, after hearing the council and NALGO, had recommended that the scales should be

£1,450 × 50—£1,700, with a commencing salary of £1,550, for two of the chief officers, and £1,400 × 50—£1,650, with a commencing salary of £1,400, for the other two.

Law and parliamentary

The Town Development Bill.—As a result of representations from NALGO, the Minister of Housing and Local Government has decided to move an amendment

ITFA

THE FEDERATION of Hospital Officers is at it again. After claiming to having had a share in securing salary scales when it had done nothing, it is now making reckless statements about membership.

In the April issue of its journal, it states that there are "twelve trade unions" represented on the Administrative and Clerical Staffs Council, representing "in toto approximately 10,000 only of the 26,000 administrative and clerical staffs in hospitals." Both these statements are incorrect. There are not twelve trade unions, but six, on the Council, and four professional organisations. And, of the trade unions, NALGO alone has substantially more than 10,000 members among the administrative and clerical staffs of hospitals.

The journal goes on to give reasons why hospital officers should not join any of the organisations represented on the Council. Of these, the first is "that most hospital officers do not believe that politics and hospitals should mix, and they see in this a sinister manoeuvre to force them into a political trade union." NALGO and organisations like the I.H.A. will be surprised to hear that they are "political trade unions" and that mysterious "sinister manoeuvres" are forcing hospital staffs to join them.

After that, it is not surprising to read of progress "towards achieving for the Federation its rightful place on the negotiating machinery for the health service." Most health officers believe that it achieved its rightful place long ago.

to the Town Development Bill, now before Parliament, to provide that any Ministerial order made following its enactment might contain, *inter alia*, provisions for the transfer and compensation of officers.

Proposed amendments to the Local Government Superannuation Act, 1937.—The local authorities' associations and the Ministry of Housing and Local Government have been asked to agree to a further report for general publication, giving particulars of all progress so far made by the Working Party. A statement will be issued as soon as possible.

Special activities

Holiday centre bookings.—Croyde Bay holiday centre is fully booked from its

opening on May 31 until the first week in September, but there are still vacancies for the weeks beginning September 20 and 27. Croyde Bay is fully booked for the opening week beginning May 31, and for the weeks from July 5 until the week ending September 5. There are vacancies from June 7 until June 27, and for the weeks commencing September 6, 13 and 20.

Benevolent and Orphan Fund

Cyprus Lodge.—Work on converting Cyprus Lodge into a convalescent home has not yet started because there has been difficulty in obtaining the necessary building licence. After application for a licence had been refused, the President, Chairman of the B. and O. Fund Committee, and the deputy general secretary, met officials of the Ministry of Health to discuss the Association's need for a northern convalescent home. As a result of the discussions, the Ministry of Health has decided to recommend that the building licence be issued.

Homes for old people in Scotland.—The Scottish committee of the National Corporation for the Care of Old People is hoping to make a home in Scotland for the beneficiaries of various benevolent funds. NALGO B. and O. Fund Committee has informed the National Corporation that it is interested in the scheme.

Public relations

Recruitment and propaganda.—Both the public relations and service conditions committees approved a recommendation that, in future, propaganda and communications to members, together with publicity for the economic claims of members, should be the responsibility of a special standing sub-committee of the service conditions committee. This arrangement would transfer to the service conditions committee all those aspects of public relations work which are closely concerned with the Association's service conditions and organisation activities and would leave the public relations committee free to concentrate on public relations for the services in which members are engaged, and on the development of "L.G.S." The public relations department would serve both committees.

Research panels.—Several universities and research bodies have been invited to co-operate with the Association in engaging in research on problems upon which members are competent to advise.

Film strips.—It was reported that three of five film strips being made by the public relations department to illustrate the work of local government officers were nearing completion, and that a start had been made with the remaining two.

Schools and conferences.—Reports were received of eight district schools and conferences on public relations and branch management held between January and March.

Readers' Forum

IS NALGO TOO BIG?

Case for "departments"

C. L. LINDLEY asks in the April Journal if NALGO is too big. By the nature of its objects, no trade union can be too big. Is NALGO, then, truly a trade union?

I submit that it is not, but a trades union which includes in membership every "public administration trade" from the lowest to the highest. It is this which prevents full satisfaction being given to all members. The remedy is not to weaken the Association by division, either geographically or on the employer basis, but to departmentalise it into "Clerical," "Professional," "Technical," and "Administrative" classes.

An alternative method, successfully applied by some manual trades, is to fix the salaries of each grade as a percentage above the minimum or of the highest grade, thus enabling the union to concentrate its efforts at one level. The problems are to obtain the employers' agreement to the fixed percentage basis, and to obtain a detailed classification of occupations—a job which the Charter should have done, but failed to do.

T. A. DURKIN

27, Douglas Avenue,
Oakhill,
Stoke-on-Trent.

Juniors not attracted

IN YOUR footnote to Mr. Lindley's letter, you imply that NALGO has had more than "partial success" in improving conditions of service; a view to which you give the lie by the cartoon in the same issue, showing crowds of urchins clamouring for employment in 1922, and one unwilling entrant shanghaied in 1952.

It is idle to explain that conditions now are better than those in 1922—or 1939; the service must be judged against its contemporaries, and the fact remains that "school-leavers" today (and their parents and advisers), do not, as a rule, consider the local government service a reasonable career. They go to someone who will pay them more.

Complacency is an insidious danger, and while we are content to look upon the present situation as marking a success for our aims and methods, then we can hope for few improvements—until the lack of new entrants makes a local government officer a rarity, a pearl beyond price!

"MOHANDIS"

We agree. We were concerned only to challenge the statement that NALGO had

"only failures or partial successes to record." The Association is neither satisfied nor complacent. If it were, it would not now be seeking further salary increases for members.

How can the young man live?

I AM 22 and employed by the Midlands Electricity Board. My salary is £22 10s. a month, from which, after deductions, I am left with £18 17s. 8d.

How can anyone be expected to keep himself in food and clothing, pay travelling expenses, save to marry, and lead

Conference amendments having taken so much space this month, we can publish only a few of the many letters received, and those condensed. Letters for the June Journal must reach the editor, 1, York Gate, Regent's Park, London, N.W.1, by Tuesday, May 13.

anything approaching a normal life on such a salary?

I note that a claim for a 10 per cent increase is to be considered by the N.J.C. Does this mean £43 for men on the maximum, and £27 for such as myself? If so, is this fair? If NALGO thinks it is, will it press for extension to all staff of the system whereby district managers may recommend those over 26 for increased increments?

SEVANA,

Complaints unjustified?

I HAVE READ "L.G.S." for two years, but shall not do so much longer. After a time, it becomes tedious with its sickening pleading for better conditions. One would think that NALGO members were amongst the worse-off members of the community, whereas there is little justification for complaint, especially about pay.

Can you not delete these nauseous references to "serving the public"? It is as though NALGO members were a bunch of altruistic philanthropists, when, in reality, judging from "L.G.S.," they seem to look on the ratepayers as a milch-cow to be milked whenever possible. I am opposed to any further increase in pay at present, since it must affect the entire community, and mostly those in a much worse position than the local government officer. To those who cannot manage on their present salaries and have a burning

desire to "serve the community," may I suggest a spell in the coal-mines?

VERNON CARTER

12, Southmere Avenue,
Great Horton, Bradford.

Results of negotiation?

THE END OF the financial year is an appropriate time to consider one's financial position. I have compared mine with its state last year, with the following result:

	1950/51	1951/52
* Annual increment	£50	£40
Car mileage on official duties 1965	2636	
* Car allowance received	£112	£101
Nalگو subscription	£2	£2 10s.

* These items were as a result of NALGO's negotiations for increases on the grounds of rising costs.

It looks as if I must economise in some way during the next year, and I am looking very critically at that last item.

VERB S A P

Forget the "secret diplomacy"

THERE APPEARS to be some inconsistency of policy within the Association when claims for increased salaries are made. Electricity Notes in the March "L.G.S." stated that a claim for an increase of not less than 10 per cent on the salaries of all officers within the electricity service would be submitted on March 18. While congratulating those members who are now aware of the claim submitted on their behalf, I feel bound to contrast this with the lack of information about the local government claim submitted on January 18, and can only hope that our staff side representatives may see reason in the future to forget their "secret diplomacy" and take us more into their confidence.

St. Pancras Branch.

E. G. C. GAYLOR

EXAMINATION TECHNIQUE

"Asking for failure"

I HAVE read with amusement the article by R. S. B. KNOWLES in the March "L.G.S." on "How to banish jitters from the examination room." The fact that two candidates passed the Clerical examination for every one that failed, whilst at the same time the examiners are complaining of the low standard of the examinees, shows the appallingly low standard of the examination. However low that standard is allowed to sink, however, there will still be some who will not pass. The average number of passes in such worthwhile examinations as those of the I.M.T.A., and the Chartered, Incorporated, and Certified Accountants, is two failures for each pass. But their qualifications are worth getting.

The Clerical examination is just a feeble excuse for upgrading incompetent juniors, who are too idle to devote the time and effort to pass a proper examination. These people neither deserve nor earn the increase they expect when they have passed it.

The suggestion that the examinee should sit writing nothing for the first quarter of an hour is asking for failure, and the weird idea that the candidate should divide his time into equal portions for each question is ridiculous. Some questions can be answered in two lines, others may take two pages. Most examinations do not carry equal marks for each question.

The secret of success in an examination is to know the work covered by the syllabus and to be able to translate that knowledge into legible English quickly and concisely, not to "write nothing for the first quarter of an hour, except perhaps to make rough notes."

Salop.

"STUDENT"

LARGE BRANCHES' MEETING

Record of voting

IN YOUR leading article in the April "L.G.S." you appear to have fallen from your usual high standard of objectivity. In reporting the Birmingham meeting of large provincial branches, you state that, although the motion on "Charter as a minimum" was carried, "nearly half the delegates abstained from voting or voted against." You go on to state that a motion calling for an increase of not less than 20 per cent. and resisting a linking of salaries to the wages rate index was lost, but you ignore the voting.

For the sake of the record, you should know that a number of delegates felt unable to vote either way on any issue; that the "Charter as a minimum" was carried by a large majority of those voting; and that the salaries motion was lost by 18 votes to 12 with eight abstentions—some delegates voting against the motion only because they felt that, as a claim had already been lodged, it was too late to do anything about it.

City Collector's Office,
45, John Street,
Glasgow, C.I.

N. MCLEAN

Our comments were based solely on the official report of the meeting which, in respect of the "Charter as a minimum" motion, said: "It is noteworthy that almost exactly half the delegates either abstained from voting or voted against the motion," but gave no figures, and in respect of the salaries motion, reported that "the motion was lost, 12 voting in favour, 8 abstentions."

ELECTRICITY ACCOUNTANTS

Lowered status and grading

INTERESTING can hardly be the word that attracts the electricity staffs to NALGO's guidance in the progress of the district accountant. Let us review that progress—1947, accountant; 1948, district chief clerk; 1949, district senior clerk. At that rate, it should be "glorified office boy" in 1952. The progress in grading the appointment has been parallel with the designation.

Until 1948, in my experience, the accountant ranked second-in-command to the management—a position I have always considered unfair to the engineer, unless, as was often the case, the engineer was the manager. Now, however, they

are separate appointments, and the district engineer should be second-in-command, with appropriate grading, but when we see the N.J.B. gradings produce an order of seniority as follows: district manager, district engineer, district commercial



officer, 1st engineering assistant, 2nd engineering assistant, 3rd engineering assistant, and district senior clerk, all but the last being on N.J.B. rates, then I can only say, "Good show, NALGO, keep it up!"

GRADE IV

The National Joint Council provides for a district senior clerk to be in grades 3 to 6, and also that, where circumstances warrant it, higher grades can be decided through the district councils. The Association is, however, still dissatisfied with the provisions and is seeking their amendment. "Grade IV" does not say whether he has taken advantage of his right of appeal.

HEALTH SERVICE PROBLEMS:

How branches can help

THE ADMINISTRATIVE, professional, technical, and clerical staffs of the hospital service are too often considered a wasteful and uneconomic horde of officials batten on public funds. Such ideas are fostered by ignorance and prejudice. Health services branches can help to overcome this and ensure that the staff obtain reasonable salaries and conditions of service.

Our branch, mindful of the benefits that NALGO and the municipal services have received in the past through the sympathetic interest of Members of Parliament, has approached its own M.P., who has responded by showing an encouraging interest in hospital problems. We feel that much could be achieved were other health service branches to secure the interest and understanding of their M.P.s in our work and problems. In this way we should have a group of well-informed M.P.s who would be able

LOCAL GOVERNMENT SERVICE

to appreciate the effect of changes and innovations in policy.

This process of enlightenment might well be extended to other trade unions, whose members would be surprised and perturbed at some of the service conditions in the health service today.

A. J. BLAKE

R. J. BROMFIELD

Winchester and District Health
Services Branch.

SHORTHAND-TYPISTS' SCALES

Test for dictators, too?

THE SHORTHAND-TYPISTS in this office have just been informed that, unless they can take shorthand at 120 words a minute, they will be demoted and have the one extra increment in the General Division scale taken away from them. I suggest that, in fairness, the A.P.T.s who dictate to us should also take an examination to see that they do dictate at 120 words a minute and thereby ensure that the council gets its moneysworth.

AUDREY E. PALMER

198, Ashcroft Road,
Luton, Beds.

Continental holidays— a last chance

THIS MAY BE the last chance of booking a Continental holiday with NALGO this year. At the time of going to press, only these vacancies were left:

By air (2 weeks)	Departure	Cost	Vacancies
Nice and Beauclieu	May 24	£37	3
(1 week each)			
Biarritz	May 24	£34	3
Gothenburg and Mollé	June 21	£42	10
(1 week each)			
Paris	July 20	£22	6
Montreux	July 20	£37	5
Interlaken	Aug. 17	£37	8
Salzburg	Sept. 6	£39	1
By train (2 weeks)			
Brienz	Aug. 24	£29 10s.	5

The amount of spending money permitted by currency controls varies according to the holiday centre, but only in a few cases will it be less than £8 per person. Members intending to take advantage of the cheap holiday service should write to Headquarters immediately.

A research fellowship

NUFFIELD COLLEGE is again inviting application for the Gwilym Gibbon research fellowship for the study of problems of government. There are no formal rules governing the election of a research fellow, and the appointment, which runs for a year, is open to all local and central government officials. Although a civil servant was elected last year, a local government officer and a member of the staff of a regional hospital board were interviewed, and it is hoped that this year more members will apply. The person appointed will be expected to inquire into some problem of government and serving officials may choose a problem which is at present confronting, or likely to confront, their department or authority a wide choice of subjects is allowed. The closing date for applications is May 20, and details may be obtained direct from Nuffield College, Oxford.

Education notes

by K. S. CARTER

MEMBERS who were at the 1948 Oxford Summer School will remember the stimulating lectures of RICHARD CLEMENTS, O.B.E., J.P., now deputy general secretary of the National Council of Social Service, and will be glad to know that he is to join us there again this year to talk on *The Voluntary Services*. Another eminent lecturer, whom we shall welcome for the first time, will be S. E. FINER, M.A., professor of political institutions at the University College of North Staffs, who will speak on *Developments in Central Government*.

In addition to a few people from the Ministry of Housing and Local Government, we are expecting at Oxford a party of Swedish civil officers, and we are also co-operating with the British Council, whose public administration summer school for foreign public officials is to be held simultaneously at a neighbouring college.

New scholarships scheme

The main scholarship awards for 1952 will take the form of free places at a special residential course for Final Administrative examination candidates which the association is to arrange during January, 1953. Three scholarships will be awarded for each NALGO district, except Scotland, and there will be a further three for the best N.C.I. students.

Provisionally, it is planned that the main lectures at the school will be on the compulsory subjects for Part I of the Final Administrative examination, and that students will study their optional subjects in small groups. Further information will be published later.

Summer school grants

For Scottish members and members in the nationalised services, few of whom are yet taking the Administrative examination, and for local government members who are preparing for professional and technical examinations, the National Executive Council is offering grants for the Oxford and St. Andrews summer schools.

For Oxford, 11 awards of £5 each will be made to members for whom the Final Administrative examination is not appropriate and who have not been awarded scholarships by their branch, area education committee, district committee, or their employing authority. Application forms, which can be obtained from Headquarters, should be completed and returned to me by May 12.

Scholarships for Scotland

The Council is also offering to Scottish members four grants of £5 each for the St. Andrews Summer school (the fee for which, by the way, is £6 7s. 6d., not

£7 7s. 6d. as was stated in a recent leaflet), and one of £11 to be used for either the Administrative examination course or the Oxford summer school. Details will be circulated to branch education secretaries.

Programme for Paris

The party will leave London on Friday, September 5, and return on Sunday, September 14. The weekend and most afternoons will be free for sight-seeing and visits, and the mornings taken up with lectures. The first lecture will "introduce France"; others will cover the social and economic background of the country, the position of local government under the French constitution, the structure and finance of French local government, the administration of the city of Paris—education, housing, relief, and welfare services—and the last lecture will be on problems of French public administration.

One whole day will be devoted to visiting Versailles, where the party will be received by the municipal authorities.

The rising cost of living in France and possibility of changes in the exchange rate prevent our assessing the cost until nearer

the time, but it is hoped it will not exceed £21 (£25 for first-class passengers) for fares from London, accommodation, and breakfast and lunch each day. Dinner, at a comparatively low additional cost, may also be taken at the conference centre, but students will be free to make other arrangements if they choose.

Sight-seeing tours and special visits to see municipal services of interest to individual members or small parties will also be paid for separately, and it is hoped that by adopting this somewhat flexible arrangement students will have a fair amount of their foreign currency allowance to spend as they please.

Recognition of D.P.A.

Many members who have taken the Diploma in Public Administration, or who are proposing to do so in the next two or three years, have been perturbed about the extent of recognition to be given to their qualification for promotion purposes. Happily, the National Joint Council has now announced that officers who obtain a D.P.A. before September 30, 1956, will be eligible for promotion into the A.P.T. grades for all time, and will be able to progress above A.P.T. IV after five years' administrative experience. This experience can be obtained either before or after September, 1956, and need not be in posts in the A.P.T. grades. Indeed, many officers will be gaining the necessary experience while they are studying for the diploma.

At Random

by 'HYPERION'

Thought for the month

"The British have formed the habit of praising their institutions, which are sometimes inept, and of ignoring the character of their race, which is often superb. In the end, they will be in danger of losing their character and being left with their institutions: a result disastrous indeed."—Lord Radcliffe.

Mayor's corner

Twenty Roman gladiators on motorcycles will escort the Mayor—*News Item*.

"We had been given chairs to sit on and all of a sudden the big doors of the council chamber opened. Then a man in uniform appeared shouting 'Worship the Mayor,' and we all stood up and worshipped the Mayor..."—*Schoolboy's essay*.

*An eccentric old lady of Rhyl
Wrote a very queer clause in her will,
It read, To the Mayor
I bequeath my false hayer,
There's enough a nice cushion to fhyl.*

Et tu, America?

The simplest reducing diet these days is eating all you can afford.—*Howard Haynes "Saturday Evening Post"*.

Typical and topical

When the Isle of Wight R.D.C. met recently, a member asked if something could not be done to reduce the number of committee meetings and ease the volume of work. The council set up another committee to consider the problem.

The gentle sex

Ladies do not like being called icebergs. Such remarks are always rude and often incorrect.—*Norman Douglas*.

Guide: "These, ladies, are the famous Falls. If you will stop talking for a moment, you will be able to hear the mighty roar."

Wanted: part-time stenographer—*newspaper advertisement*.

O and M?

He who turns over many stones will at last be bitten by an adder—*Ling Po*.

Cosy reflection

"I am always uneasy when people show the best that is in them... On the whole I prefer people's dear, faulty, familiar selves."—*I. Compton Burnett*.

CLASSIFIED ADVERTISEMENTS

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UNIQUE HOLIDAY PLAN

Happiest holiday hotel on the South Coast. Fully Licensed. Near Sea and Pier. Table tennis, dancing (resident dance band), large garden, two croquet courts, 9-hole Hazard Golf, Novelty Party night. Coach excursions with own resident guide. Send for weekly jollity programme (free). (Open all the year.) From 12.6 to 27.6d. per day.

Attractive Holidays (Somerset).—Inc. terms. Every convenience. Westley, 23 Royal Crescent. Bath.

BRANSCOMBE. Devon. Cottage Guest House.—Permanent or holiday visitors. On Seaton/Simouth bay route. Sea, country. 4-6 gns. Mickle, Seaview, Branscombe. Tel. 207.

CORNWALL. Beau Vista, Peatewan, St. Austell.—Easter, Spring, Summer. The ideal spot to relax amid glorious scenery, 3 mins. sea. Mod. comforts. Recommended. Terms 5-7 gns. Brochure. O. Q. Albert. Phone Mervagissey 267.

CORNWALL. "Trepolpen." Port Isaac, for a grand holiday.—Terms 6 gns. Reduced terms to end of June. Send for Brochure.

CORNWALL FARM.—Residents late dinner. Bed and Breakfast. Full board Sundays. Good Food. Mod. con. Close to sea. Main bus route. Car Park. £5.5.0 per week. Picnic lunches small change August booked. P. Dutton, Tolpounds Farm, Porthleven, Helston, Cornwall. Phone Porthleven 241.

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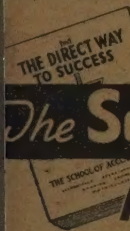
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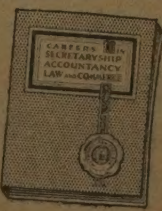
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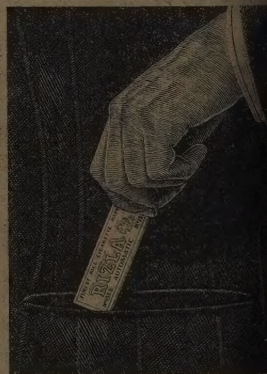


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